SMSS SAFETY & INCLUSION

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Preamble

The Student Medical Society of Saskatchewan (SMSS) is committed to fostering an inclusive, safe, and professional environment for all its members. We believe that every student has the right to pursue their education free from hazing, bullying, and any form of harassment. As future medical professionals and leaders within our community, it is imperative that we uphold the highest standards of conduct.

I: Purpose

The purpose of this policy is to:

1. Promote an inclusive and safe environment for all students.
2. Prevent hazing, bullying, and any form of harassment within the SMSS.
3. Uphold the professionalism and ethical standards expected of future medical professionals.

II: Scope

This policy applies to all SMSS members participating in SMSS-related activities, whether on or off campus.

III: Definitions

3.1. ***Hazing***: Any action or situation, with or without consent, that recklessly, intentionally, or unintentionally endangers the mental, physical, or emotional health or safety of a student for the purpose of initiation, admission into, affiliation with, or continued membership in any group or organization.

3.2. ***Bullying***: Unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated or has the potential to be repeated over time.

3.3. ***Harassment***: Unwelcome conduct based on race, colour, religion, sex, national origin, age, disability, or genetic information that is severe or pervasive enough to create a work or learning environment that a reasonable person would consider intimidating, hostile, or abusive.

IV: Policy Statement

4.1 Inclusivity and Safety

4.1.1 The SMSS is committed to creating an environment where all students feel welcome and safe. Activities that demean, intimidate, or endanger students are strictly prohibited.

4.1.2 All events and activities must be designed to include all members and respect their diverse backgrounds, values, and beliefs.

4.2 Professionalism

4.2.1 Members of the SMSS are expected to conduct themselves with the highest standards of professionalism, reflecting the ethical responsibilities of future medical practitioners.

4.2.2 Any form of hazing, bullying, or harassment is inconsistent with the professional behaviour expected of SMSS members and will not be tolerated.

V: Reporting and Enforcement

5.1 Reporting Procedures

5.1.1 Any student who experiences or witnesses hazing, bullying, or harassment is encouraged to report the incident to the SMSS President or the appropriate university office.

5.1.2 Reports can be made confidentially and will be taken seriously, with a thorough investigation to follow.

5.2 Disciplinary Actions

5.2.1 Members found to have engaged in hazing, bullying, or harassment will face disciplinary actions, which may include suspension or expulsion from the SMSS and/or filing a formal complaint with the appropriate affiliated bodies

5.2.2 The SMSS will support victims of hazing and ensure their safety and well-being.

VI: Education and Prevention

6.1 The SMSS will provide training and educational resources to prevent hazing, bullying, and harassment.

6.2 All members are encouraged to participate in these programs, which aim to foster a deeper understanding of the impacts of hazing and the importance of maintaining a respectful and professional environment.

VII: Review

The SMSS Executive Committee will review this policy annually to ensure its effectiveness and relevance annually and as needed.