

SEXUAL ABUSE & HARASSMENT PREVENTION
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FORWARD

Under the Regulated Health Professions Act (RHPA), Medical Radiation Technologists (MRTs) are required to have comprehensive knowledge of what constitutes sexual abuse of patients; how to prevent it, or manage it, should it occur.

The College of Medical Radiation Technologists of Ontario (CMRTO) is mandated to ensure the protection of the public. Part of that responsibility involves the area of sexual abuse prevention and discipline. The legislation (RHPA) sets out clearly the responsibilities and consequences for MRTs concerning sexual abuse and the patient. The CMRTO, as part of their role, provides literature for the MRT and the public concerning sexual abuse, and the MRT should become familiar with their publications.

The OAMRT, with its responsibilities toward its Members, and society as a whole, has a duty to educate and guide its Members on the societal problem of both sexual abuse and harassment. The OAMRT has produced basic practice guidelines for the Member to reference and use. The OAMRT for its Members, has designed and produced this course package as an educational tool to adjunct the CMRTO's sexual abuse prevention program, and deal with the additional subject of harassment.

The availability, however, of this material is not enough to prevent patients, co-workers and students from being abused or harassed. An act or allegation of sexual abuse, sexual impropriety, and sexual harassment by an MRT could be considered grounds for professional misconduct and consequently subject to criminal prosecution. MRTs must understand that their behaviours play a major role in the decision of another to judge whether sexual abuse/impropriety or harassment has occurred.

The modules are designed to raise your awareness level of what constitutes sexual abuse, impropriety and harassment; and for providing you with knowledge to manage your practice behaviours and skills successfully.

The OAMRT is committed to the education of its Members to prevent occurrences or allegations of patient and co-worker abuse of any nature.

COURSE OUTLINE

INTRODUCTION

The purpose of this continuing education course is to provide the comprehensive knowledge which an MRT, student member, or BRW requires to meet the expectations of the public and the profession on the subjects of sexual abuse and harassment prevention and discipline.

COURSE OBJECTIVES

The medical radiation practitioner (MRT, Student Member, BRW) will be able to:

- I Define:
 - (a) sexual abuse
 - (b) sexual harassment
 - (c) sexual impropriety
 - (d) sexual violation (assault)
 - (e) philosophy of zero tolerance
 - (f) abuse of authority
- II Recognize the signs and symptoms of sexual abuse/harassment
- III Recognize an act of sexual abuse/harassment
- IV Report procedures in known or suspected violations of the zero tolerance criteria
- V Understand the regulatory and professional requirements in the practice of the profession concerning sexual abuse/harassment
- VI Understand the role of communications and interpersonal skills in preventing sexual abuse/harassment situations.
- VII Understand how multiculturalism (diversity) impacts awareness and management of sexual abuse/harassment.

COURSE DESIGN

This course package is broken down into the following modules:

- # Module 1 - Roles

- # Module 2a - Sexual Abuse
- # Module 2b - Legislation
- # Module 2c - Communications
- # Module 2d - Case Studies

- # Module 3 - Sexual Harassment

COURSE DURATION:

The program is self-paced. The estimated time to complete all the modules is 8 hours.