



WE Too: Women Educators Addressing Pressures in the Workplace

**Dr. Cynthia Chang
Dr. Dana Kaplan
Dr. Eleny Romanos-Sirakis
Department of Pediatrics
Staten Island University Hospital**

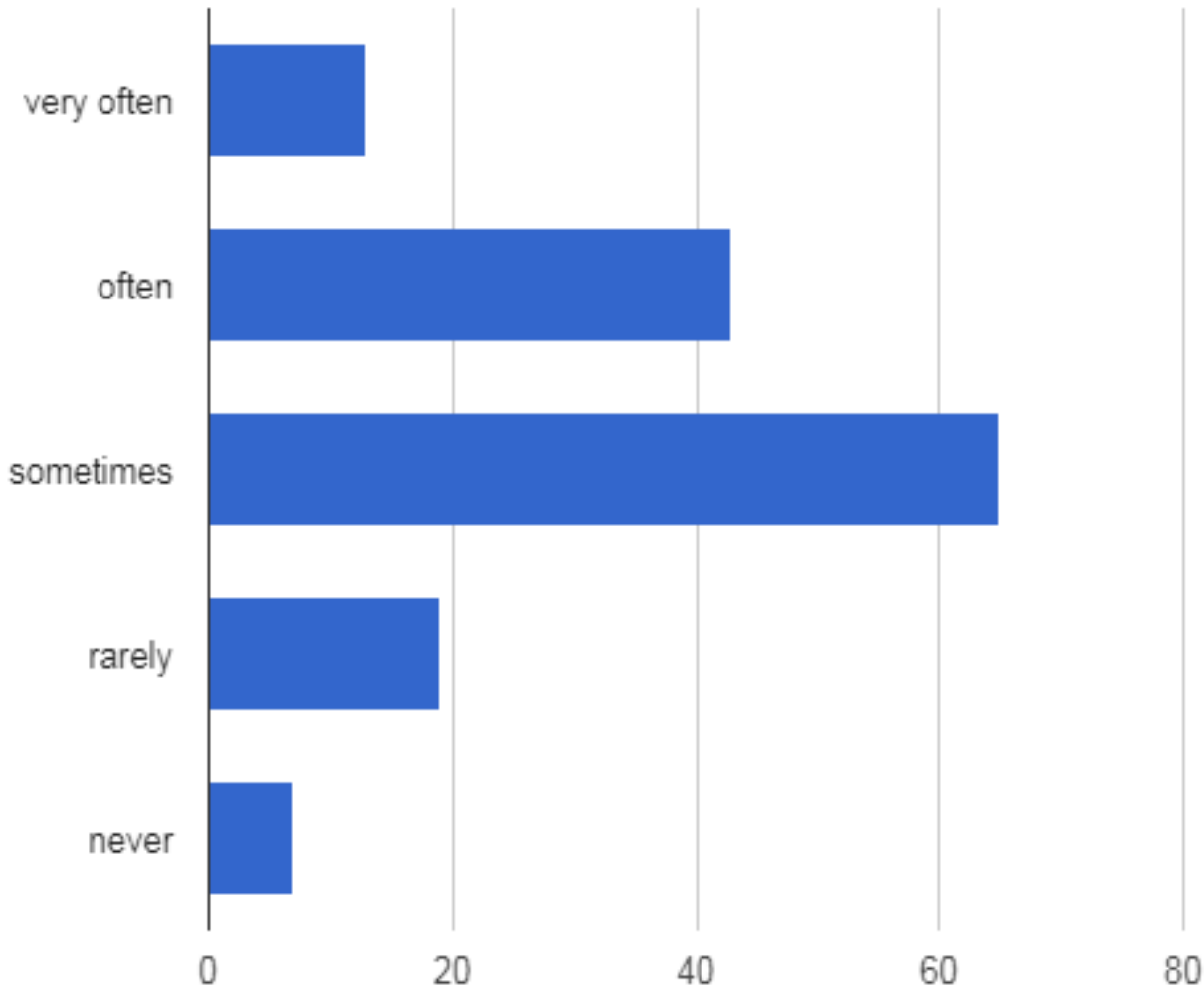
Disclosures

No financial interest in or
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any commercial supporter to
disclose.

Objectives

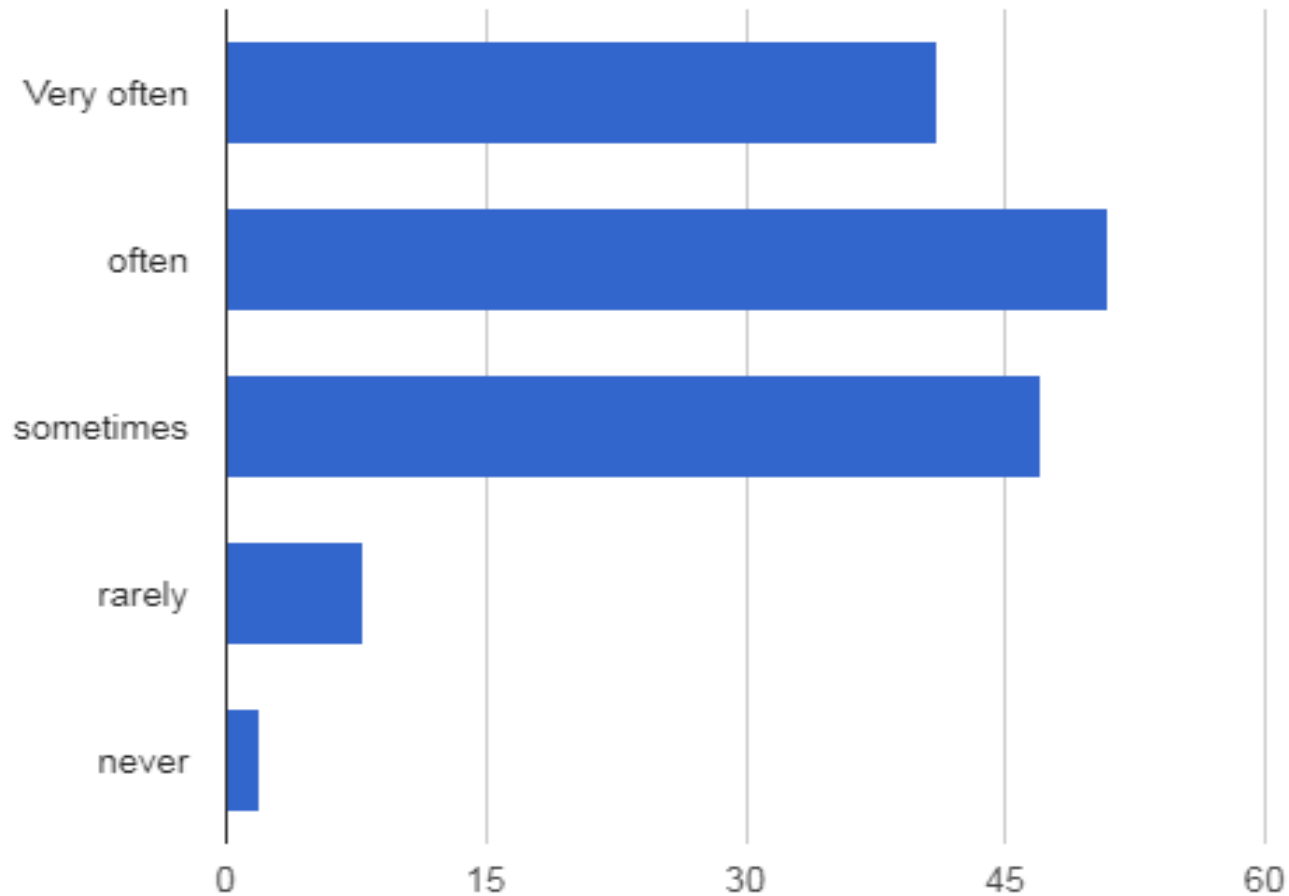
1. Identify potential workplace related pressures
2. Discuss strategies to counter workplace demands
3. Utilize collaboration between women educators to navigate these difficult situations

Have you experienced gender bias from colleagues?



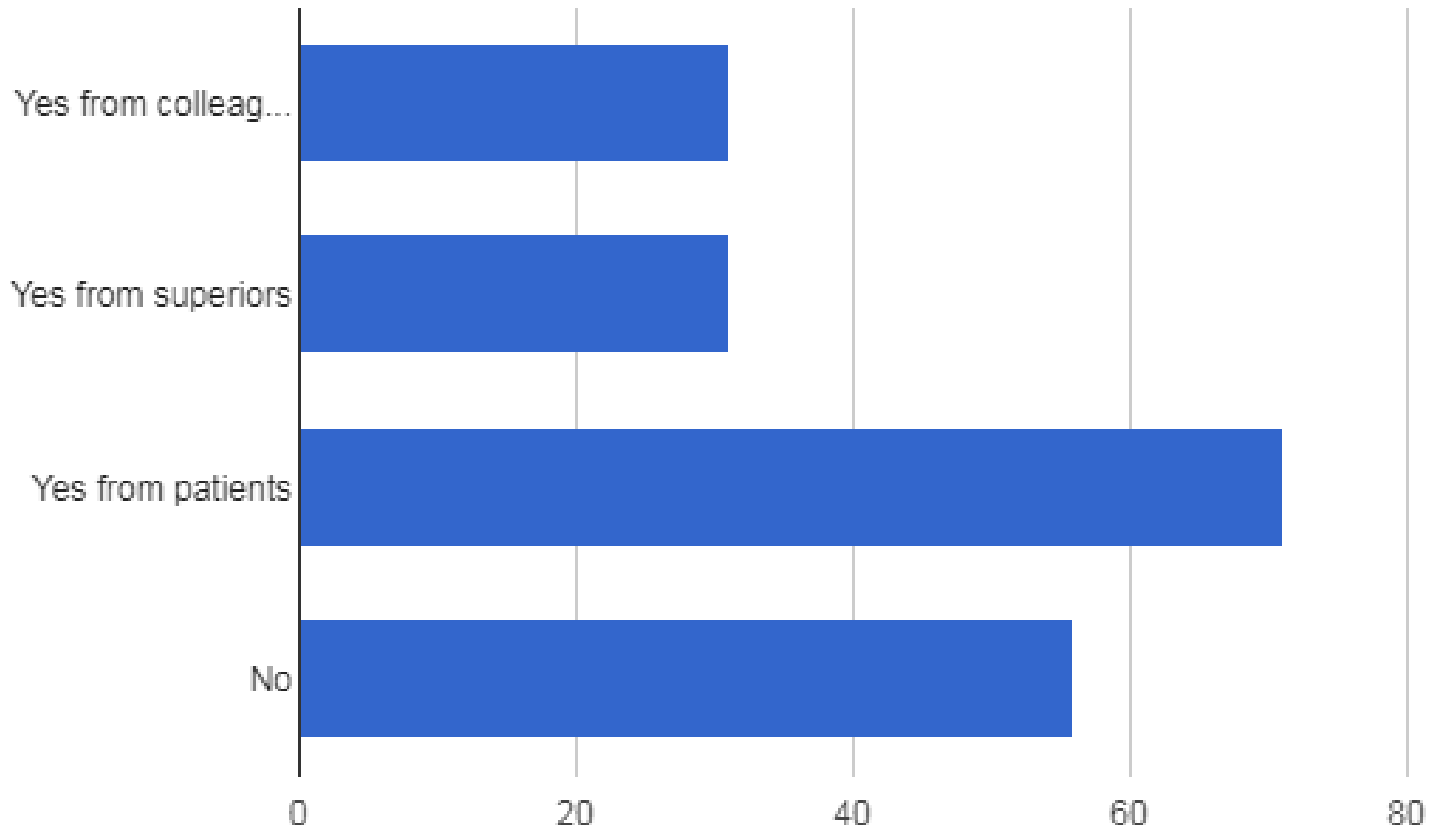
Numbers of respondents (not percentage)

Have you ever been mistaken for any job other than doctor when caring for patients? (ie nurse, social worker, etc)



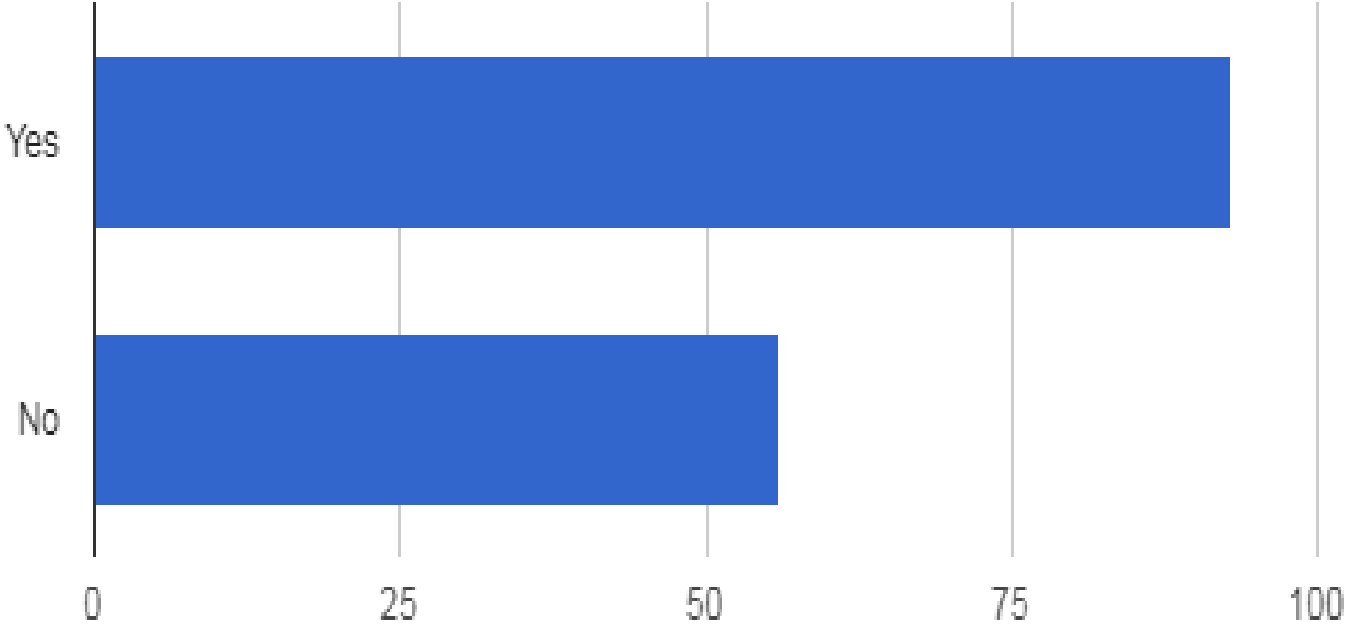
Numbers of respondents (not percentage)

Have you experienced sexual harassment while working as a physician? (Check all that apply)



Numbers of respondents (not percentage)

Are you aware of any female physician colleagues who experienced sexual harassment while at work?



Numbers of respondents (not percentage)

Northwell Health

Human Resources Policy and Procedure Manual

Policy Title: Non-Discrimination and Non-Harassment (including Sexual Harassment Prevention addendum)	Part:	6	Revised/Reviewed*:	
	Section:	6	11/01/06	11/26/13*
Category: Legal/Regulations	Effective Date:	1999	12/17/08	04/01/16
	Page:	1 of 5	01/04/10	01/09/17
			04/22/10	10/09/18
			03/18/11	

1. The term “discrimination,” as used in this policy, refers to the differing treatment of an individual, in any aspect of employment, because of the individual’s age, race, creed/religion, color, national origin, alienage or citizenship status, sexual orientation, military or veteran status, sex/gender, gender identity, gender expression, disability, genetic predisposition or carrier status, marital status, partnership status, and victim of domestic violence, or any other protected status. The range of employment practices where discrimination is prohibited includes, but is not limited to: (i) hiring and firing; (ii) compensation, assignment, or classification of employees; (iii) transfer, promotion, layoff or recall; (iv) job advertisements; (v) recruitment; (vi) testing; (vii) use of Northwell Health facilities; (viii) training and apprenticeship programs; (ix) fringe benefits; (x) pay, retirement plans and disability leave; and (xi) any other term and condition of employment.

Distinction in Terms

- Discrimination
 - Being treated differently or unfairly
 - Workplace Discrimination is when an employee is treated unfavorably (termination, demotion) because of his or her race, skin color, national origin, gender, disability, religion, or age
- Harassment
 - A form of workplace discrimination - when a boss, supervisor, or co-worker says or does something that creates an intimidating, hostile or threatening work environment
 - Employee is treated poorly (unwelcome verbal or physical behavior) based on race, color, religion, sex (including pregnancy), gender/gender identity, nationality, age (40 or older), physical or mental disability, or genetic information
- *Note:* Bullying is when an employee is treated poorly, but the bad treatment is *not* because of a protected characteristic or activity

Types of Workplace Harassment

Sexual Harassment


Offensive Jokes

Intimidation

Offensive Pictures

Assault

Ridicule

 the balance

FMLA – from HR, Employees

Family Medical Leave Act

Employees may take up to 12 weeks of job protected leave under the Family and Medical Leave Act (FMLA), in any rolling 12-month period. FMLA leave may be used for the employee's own—or his/her immediate family member's (spouse, son, daughter, parent) – serious health condition, for the birth or adoption of a child, or to care for a child after birth or placement for adoption or foster care.

Employees are eligible for FMLA leave if they worked at least 1,250 hours in the year before the requested leave. Employees may take FMLA leave on an intermittent basis and the FMLA entitlement shall run concurrently with other FMLA eligible leaves.

Employees who are the spouse, son, daughter, parent or next of kin of a covered service member who is recovering from a serious illness or injury sustained while on active duty, may take up to 26 weeks of leave (inclusive of FMLA leave), in a rolling 12-month period, to care for the service member. Employees are also eligible to take up to 12 weeks of leave for a “qualifying exigency” arising out of the fact that the employee's spouse, child or parent is on active duty or has been notified of an impending call to active duty.

Paid Family Leave (PFL)

Pays part of an employee's income while they're out of work for up to 10 weeks in 2019. It covers bonding with a new child, caring for a family member with a serious health condition, and other events related to a family member's active-duty military status.

FMLA –Residents

Receive the same benefits as employees, go through HR for paperwork
BUT may have to extend their training depending on the amount of time they take

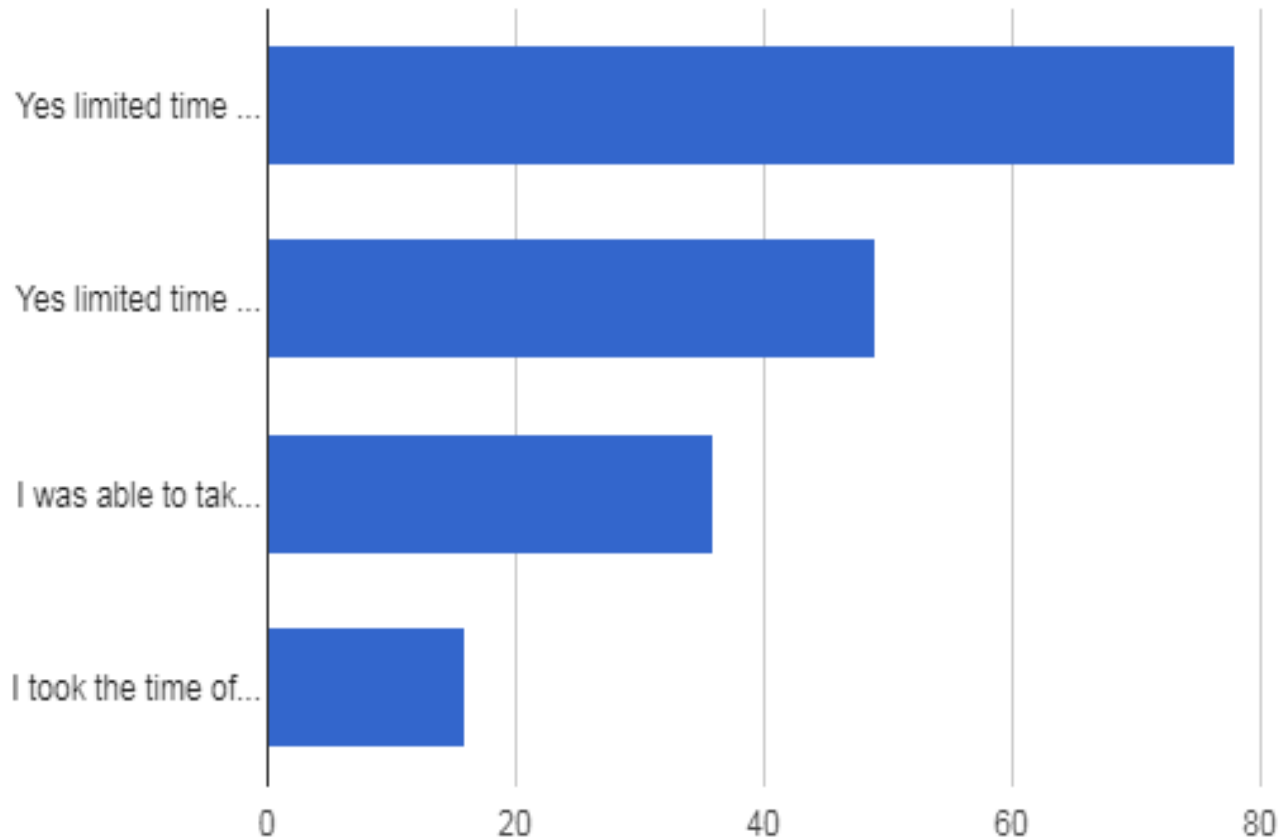
Required Duration of Training for Categorical Pediatrics

Thirty-three months of categorical pediatrics training (not including vacation or leave) are required for eligibility to take the certifying examination. Thus, in a program taken over 36 months, three months are allowed for vacation, sick leave, parental leave, etc. Absences longer than three months during three years of residency training should be made up by additional periods of training.

Bottom line for pediatric residents to graduate on time they need to “make up” anything over 12 weeks (including vacation, maternity, sick, bereavement, etc)

Having said that if they have no restrictions on end of training then they can take as much time is allowed as per hospital/NYS FMLA policy.

Did you feel pressure regarding maternity leave? (Check all that apply)

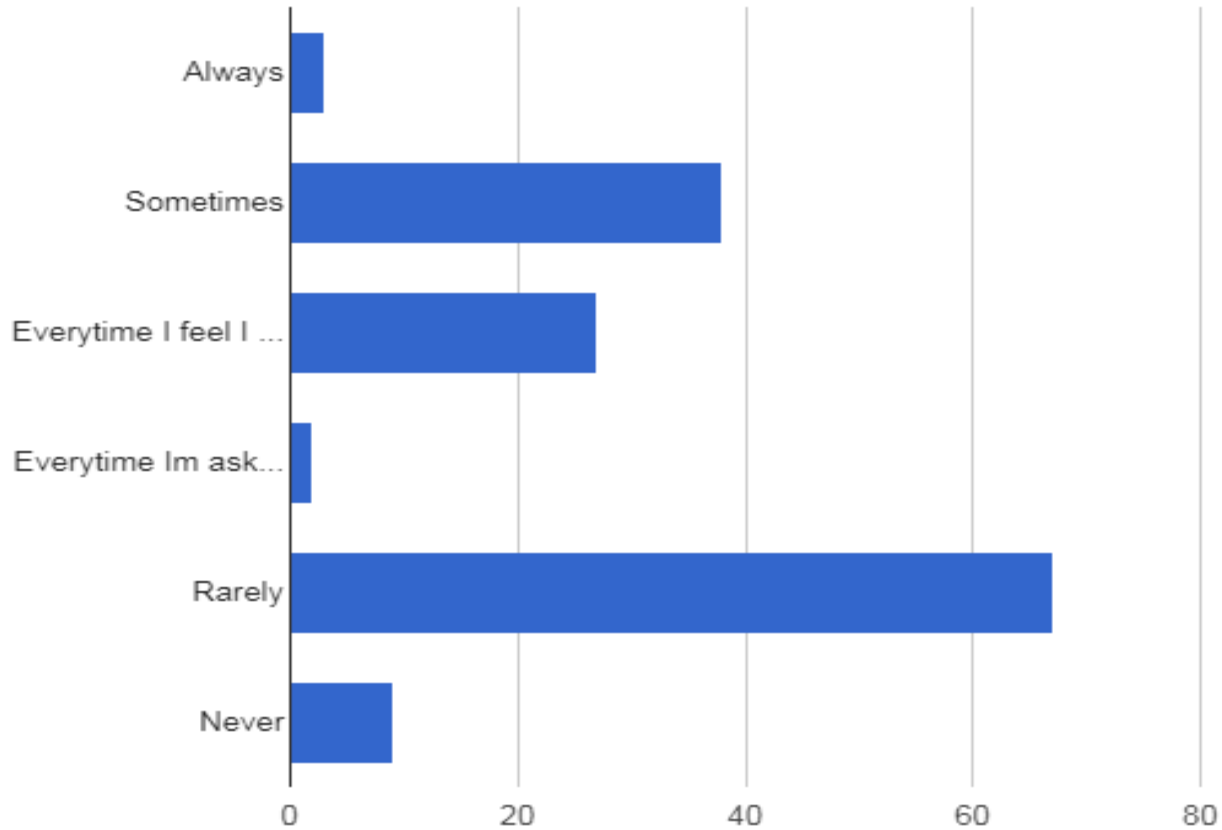


Numbers of respondents (not percentage)

Pressures in the workplace: Let's talk maternity leave

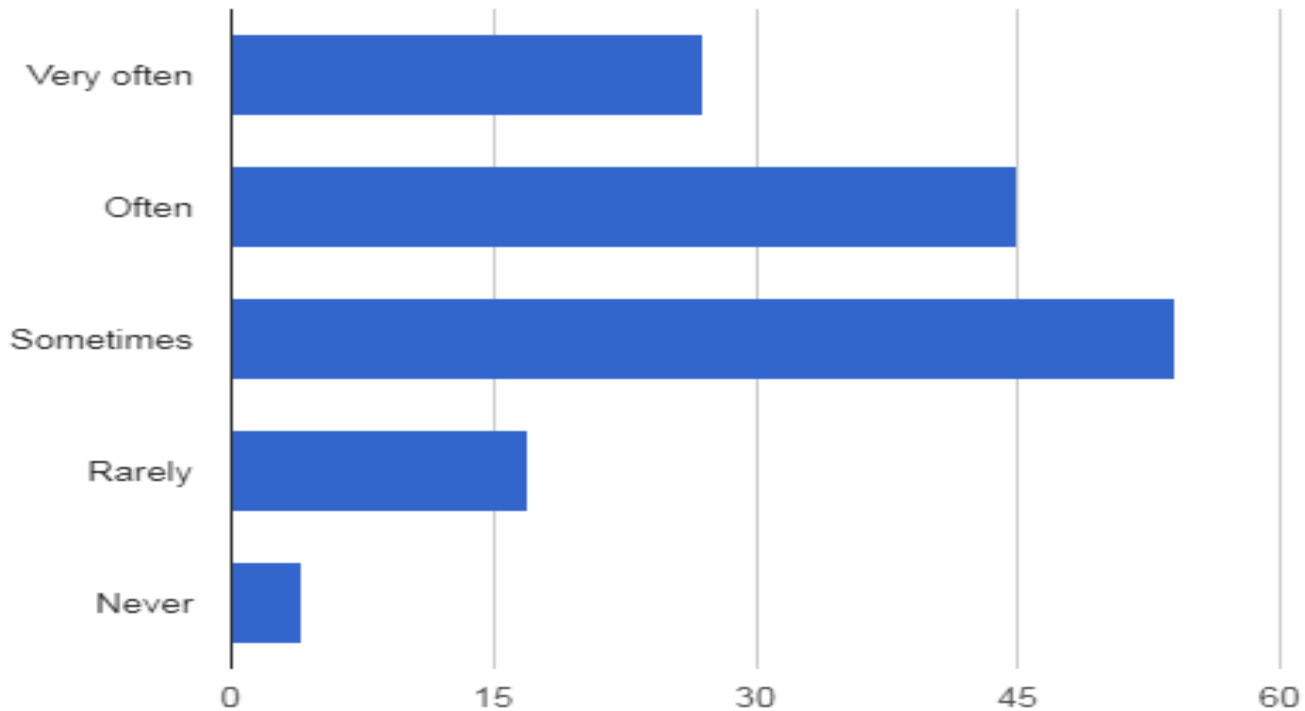
Beyond maternity leave... do we have trouble saying no to work demands everyday?

When asked to take on a new task at work, how often do you say no?



Numbers of respondents (not percentage)

How often do you take on more work without additional compensation?



Numbers of respondents (not percentage)

Solutions?

Take Home Points

- Consult your employee handbook or policies
- Postponement : 24 hour for decision making or buy yourself some time
- Show gratitude but be direct “Thank you so much for thinking of me for this, but I was planning to spend this week working on [name of other projects].”
- Referral or Alternate solution: Find someone else to do it
- Show empathy while not making it personal “ I understand that this is important but unfortunately I...”
- Don’t make it personal
- Boundaries (stick to them)
- Support one another!