sBARRIERS

**Comprehension**

-clarity of process

-length of process

-repercussions (for others)

-happened to someone else

-personal/professional blurred line

-insufficient information known about event

**Conviction**

- Self-doubt/blame

-personal responsibility (only self-involved)

-not a priority

-camaraderie

-"others put up with it"

-patient safety issue

- Disillusionment of efficacy

-isolated event

**Courage**

-fear/rumours

-reputation (negative impact on you, "feel ridiculous", implicate others)

-hierarchy

-confidentiality and anonymity

-peer pressure

- support

PROCESS

-action taken

-directly approached individual

-personal tutors

-friends/family

-CPP tutors

-SEQs

-module reps

-educate students

- Do nothing

TYPE

-Ism's

-personal tutor issues

-Unprofessional behaviour

-Black humour

-Biased information

-Affecting someone else

-Teaching

-Confidentiality breach

-Bullying/harassment

NHS PARALLELS

SUGGESTIONS FOR IMPROVEMENT

-teaching/education (cover earlier in medical school, cover more, educate doctors)

-process (raising concerns policy, handbook, SEQs, confidentiality, anonymity, feedback of changes, rep issues)

-support (personal approach, personal tutor)