



# “Medical Workplace Civility Watch”: An Attempt to Improve the Medical Training Culture

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Modern medical education in Iran initiated after the establishment of Tehran University School of Medicine in 1934 (1). During the last three decades, more emphasis has been placed on the successful upgrading of medical training, the educational programs, and curriculum (2). Moreover, great strides have been made in teaching and practicing biomedical ethics, especially in the field of education (3). In order to continue this path, the authors, as young medical faculties in Iran, have discovered that some uncivil behavior could negatively affect the medical training atmosphere, especially in the residency training period. Uncivil behavior such as bullying, harassment and undermining is a widespread issue which is not limited to certain countries or specific educational programs (4). Bullying and harassment impact negatively on patient care and safety, medical education, medical students' psychological health and well-being, and organizational costs (5). In Iran, several rules and policies have been established with respect to some negative workplace behaviors such as sexual harassment, physical violence and aggressive communication, but those grey areas such as bullying and harassment have not yet been appropriately considered. Previous studies have recommended that training medical students, residents, and faculty members regarding uncivil behavior and their negative effects could raise awareness besides providing a desired atmosphere for eliminating or at least decreasing uncivil behavior.

To achieve the above-mentioned goals, we established the “Medical Workplace Civility Watch (MWCW)” group under the supervision of the Education Development Center of Iran University of Medical Sciences (IUMS). MWCW is an attempt in a developing country to improve the medical training culture. MWCW is running workshops and courses aimed at increasing concern and awareness regarding civil and uncivil behaviors in medical training environments. MWCW is currently performing research projects on bullying and harassment in educational hospitals. It not only pays attention to IUMS medical training atmospheres, as its main priority, but also its long-term perspective is to develop an international MWCW committee. The international MWCW, as a nonprofit international committee, will be committed to the education and support of medical students,

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residents, faculty members and those involved in medical education and training with the aim of restructuring the culture of medical training environments towards a more respectful and civil future.

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