

Mechanisms to Report Concerns, Unprofessional Behavior, and Discrimination

UAB is committed to upholding ethical, professional, and legal standards in its tri-part educational, research, and patient care mission. UAB expects all members of the UAB community to adhere to the [UAB Enterprise Code of Conduct](#). UAB is also committed to promoting and maintaining equal employment and education opportunities, and prohibits discrimination and harassment based on race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, disability, veteran status, age, or genetic or family medical history. UAB's [Equal Opportunity and Discriminatory Harassment](#) and [Title IX](#) policies further describe UAB's commitments.

Listed below are options for reporting concerns related to the clinical and learning environment at UAB. Residents and fellows are always encouraged to first reach out to their program leadership (program director, associate/assistant program director) if they feel comfortable and/or safe doing so. If another option is preferred or necessary, please see the list below with descriptions. Please note that all provide the opportunity for confidential reporting and some provide the opportunity for anonymous reporting. For anonymous reporting, some options provide a mechanisms for back and forth communication. If reports are submitted as completely anonymous, there is limited opportunity to obtain additional information for investigation as needed and no opportunity for feedback about results of the investigation.

GME Hotline 205-934-5025

A resident/fellow hotline is provided as a mechanism by which individual residents/fellows can report concerns in a confidential and protected manner. Concerns regarding supervision and accountability and unprofessional behavior of faculty and/or residents/fellows may be reported to the GME Hotline. All inquiries will be investigated in a confidential manner and reported to the DIO and monitored to ensure concerns are addressed.

“ReportIt” button: Located on the GME webpage, <https://www.uab.edu/medicine/home/residents-fellows/current>, there is a “Report It” button.

This tool may be used to confidentially report any concerns regarding supervision and accountability and unprofessional behavior of faculty and/or residents/fellows. All concerns concerning GME are forwarded from the Senior Associate Dean for Medical Education to the DIO for investigation and monitoring.

TrendTracker – To access the system, look for the red icon on the desktop of a UAB Medicine computer or <https://rl6-app.ad.hs.uab.edu/RL6> Production

TrendTracker is provided by the Office of Risk Management as a mechanism to primarily report incidents in the clinical and working environment that may affect patient care. Any incidents related to supervision and accountability and unprofessional behavior may be reported through the system. Reports are investigated by the Chief of Staff Office. Reports related to patient safety submitted here are investigated by Risk Management and the Chief Medical Office.

Ethics Hotline – 1-866-362-9476 or www.uab.edu/ethics

UAB welcomes information about instances in which ethical standards may not have been upheld so that the institution can do the right thing by correcting deficient past practices and improving processes moving forward. This includes concerns related to unprofessional behavior.

This is not an emergency service. Reports submitted through this service may not receive an immediate response. After the report is processed by an outside agency, Navex, information will be provided to the designated university official for appropriate action. Since Navex is an outside agency, reports submitted anonymously have the option for two-way communication to clarify issues.

Corporate Compliance Office 205-975-0585

The UAB Corporate Compliance Office investigates reports related to patient privacy (HIPAA violations), patient transfer issues (EMTALA), conflicts of interest, vendor relations, identity theft related to patient care, and other compliance issues.

University Ombudsperson Office <https://www.uab.edu/ombuds/connect-with-us>

The University ombudsperson provides confidential, neutral, impartial and independent conflict resolution assistance to UAB faculty, staff, mentored graduate students, and postdoctoral fellows (“visitors”) for university related conflicts between two or more parties. The University Ombudsperson discusses different options for conflict management, reduction or resolution. They serve as an alternative not a replacement of other University resources for voicing concerns.

Discrimination Issues

Gender Discrimination and Sexual Harassment

What is Title IX?

Title IX of the Education Amendments of 1972 is a comprehensive federal law that prohibits discrimination based on the gender of students and employees of educational institutions that receive federal financial assistance.

UAB’s Commitment to Title IX Compliance

Notice of Nondiscrimination – In accordance with Title IX, the University of Alabama at Birmingham does not discriminate on the basis of gender in any of its programs or services. The University is committed to providing an environment free from discrimination based on gender and expects individuals who live, work, teach, and study within this community to contribute positively to the environment and to refrain from behaviors that threaten the freedom or respect that every member of our community deserves.

What Types of Behavior Does Title IX Cover?

Gender Discrimination

Sexual Harassment (including sexual assault and sexual violence)

UAB Title IX: <https://www.uab.edu/titleix>

UAB Title IX Resources:

https://www.uab.edu/titleix/images/documents/Resource_Guide_new_09_10_2018.pdf

UAB Title IX Responsible Employee Card:

Birmingham Campus -

[https://www.uab.edu/titleix/images/documents/UAB Birmingham Responsible Employee Reporting Card April 2019 edits.pdf](https://www.uab.edu/titleix/images/documents/UAB_Birmingham_Responsible_Employee_Reporting_Card_April_2019_edits.pdf)

Huntsville Campus –

[https://www.uab.edu/titleix/images/documents/UAB Huntsville Responsible Employee Reporting Card April 2019 edits.pdf](https://www.uab.edu/titleix/images/documents/UAB_Huntsville_Responsible_Employee_Reporting_Card_April_2019_edits.pdf)

Montgomery Campus –

[https://www.uab.edu/titleix/images/documents/UAB Montgomery Responsible Employee Reporting Card April 2019 edits.pdf](https://www.uab.edu/titleix/images/documents/UAB_Montgomery_Responsible_Employee_Reporting_Card_April_2019_edits.pdf)

Report an Incident to Title IX Office: <https://www.uab.edu/titleix/report-an-incident>

Other Discrimination Complaints

For concerns regarding discrimination related to sex, race, color, religion, national origin, disability, veteran status, age, or genetic or family medical history at UAB Medicine, please utilize the GME Hotline, Report It Button, Trend Tracker, or Ethics Hotline. In addition, you can reach out to your department Human Resources representative or UAB Human Resources Employee Relations:

<https://www.uab.edu/humanresources/home/relations/contact> or the UAB Office of DEI here: [Discrimination Complaint Form](#)

Reporting Mechanisms at our main affiliates (BVAMC and COA)

Birmingham Veterans Administration Medical Center

Contact:

Rick De Filippo

Birmingham VA Medical Center

Equal Employment Opportunity Program Manager

Email: Rick.defilippo@va.gov

Office: (205) 933-8101 x5951

Mobile: (205) 823-3000

Children's of Alabama

Please see attached reporting options