

Cultural and Linguistic Competency

This activity is in compliance with California Assembly Bill 1195 which requires continuing medical education activities with patient care components to include curriculum in the subjects of cultural and linguistic competency. Cultural competency is defined as a set of integrated attitudes, knowledge, and skills that enables health care professionals or organizations to care effectively for patients from diverse cultures, groups, and communities. Linguistic competency is defined as the ability of a physician or surgeon to provide patients who do not speak English or who have limited ability to speak English, direct communication in the patient's primary language. Cultural and linguistic competency was incorporated into the planning of this activity. Additional resources on cultural and linguistic competency and information about AB1195 can be found on the UCSD CME website at <http://cme.ucsd.edu>.

Faculty Disclosure

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University of California, San Diego School of Medicine is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

The University of California, San Diego School of Medicine designates this live activity for a maximum of **39.5 AMA PRA Category 1 Credits™**.

Physicians should claim only credit commensurate with the extent of their participation in the activity.



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Professional Boundaries Program

Cost = \$3,500

Telephone: 619-543-6770



Professional Boundaries Program

The Professional Boundaries Program is a three-day course designed to facilitate self-assessment, change, as well as implementation and integration of newly acquired tools and insights.

Day One:

- Introduces the concept of roles, boundaries and power, as well as the underlying biological component to this type of behavior.

Day Two:

- By understanding core emotions and their importance in the practice of medicine, participants are assisted in implementing appropriate and effective behavioral changes.

Day Three:

- Facilitates integration as the group observes, interacts, and provides feedback to each other. Concepts relating to power, communication and male-female differences are examined and applied to the clinical setting. Participants develop useful tools for help formulating prevention plans to incorporate into the workplace.

The Professional Boundaries Program is highly experiential, helping to facilitate active learning and promote lasting change.

This unique program offers

professionals an opportunity to obtain educational information and personalized assessment in a highly sensitive, supportive, and confidential environment away from the workplace.

When would a referral to this program be appropriate? Courts and licensing boards can refer participants as part of alternative sentencing. Human resource and risk management departments can utilize this program as part of employee probation. Attorneys can also refer individuals as part of 'Alternative Dispute Resolution' agreements.

Needs Assessment

The content of this educational program was determined by rigorous assessment of educational need and includes program feedback, expert faculty assessment, follow-up and new knowledge in the area of professional boundaries.

Who is the Program for?

This intensive training program has been developed to meet the needs of the professional who:

- Has had a complaint or grievance filed against him/her for sexual harassment and/or misconduct of a sexual nature in the workplace
- Is at risk of losing their job, practice, or career due to allegations of sexual harassment.
- Is on probation while under investigation for sexual harassment, sexual misconduct, or creating a hostile work environment.
- Needs to meet court or employer recommendations to obtain education in intensive sexual harassment prevention training.
- Appears interpersonally insensitive and lacks knowledge about sexual harassment in the workplace, and thus places the organization at risk for potential personnel/legal problems

Goals and Objectives

At the end of this CME activity, participants should be able to:

- Describe the multiple issues/factors that contribute to sexual harassment and sexual misconduct in the workplace.
- Discuss the impact of sexual harassment and sexual misconduct on victims and the work environment (empathy training).
- Evaluate personal attitudes and paradigms about work, power, self-esteem, gender, culture, and issues of sexuality.

The Professional Boundaries Program can assist individuals and organizations in gaining a deeper understanding of why boundaries are often violated in health care settings.

- Identify and explore cultural value and boundary clarification.
- Cope effectively and appropriately with anger, frustration, change, or other feelings and/or situations that increase the risk of sexual harassment and sexual misconduct.
- Regularly engage in appropriate workplace behaviors.

Course Instructors:

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