

ACTION PLAN HEADINGS AND GOALS	PROJECT NAME
<b>CULTURE CHANGE &amp; LEADERSHIP</b>	
<b>Goal 1</b> Build a culture of respect and collaboration in surgical practice and education	Engagement and Collaboration  Communication: Campaign
<b>Goal 2</b> Respecting the rich history of the surgical profession, advance the culture of surgical practice so there is no place for discrimination, bullying and sexual harassment (DBSH)	Leadership Development
<b>Goal 3</b> Build and foster relationships of trust, confidence and cooperation on DBSH issues with employers, governments and their agencies in all jurisdictions	Diversity & RACS  Updating Policies / Procedures <ol style="list-style-type: none"> <li>1. Code of Conduct</li> <li>2. Sanctions Policy</li> <li>3. Accreditation of Hospital Training Posts</li> <li>4. Selection of Supervisors</li> <li>5. IMG oversight</li> <li>6. Hospital Appointments</li> <li>7. Appointment process for members of Training Boards</li> </ol>
<b>Goal 4</b> Embrace diversity and foster gender equity	
<b>Goal 5</b> Increase transparency, independent scrutiny and external accountability in College activities	
<b>SURGICAL EDUCATION</b>	
<b>Goal 6</b> Improve the capability of all surgeons involved in surgical education to provide effective surgical education based on the principles of respect, transparency and professionalism	Building Respect & Improving Patient Safety Educational Program  Foundation Course for Educators
<b>Goal 7</b> Train all Fellows, Trainees and International Medical Graduates to build and consolidate professionalism including: <ul style="list-style-type: none"> <li>• fostering respect and good behaviour</li> <li>• understanding DBSH: legal obligations and liabilities</li> <li>• 'calling it out'/not walking past bad behaviour</li> <li>• resilience in maintaining professional behaviour</li> </ul>	Annual survey of Hospital Training Posts  Individual Education & Support <ul style="list-style-type: none"> <li>• Individual surgeons</li> <li>• Supervisors &amp; Trainees</li> <li>• IMG Support and Oversight</li> <li>• RACSTA Support</li> </ul> Assessment Tools including Multisource Feedback for all Surgeons
<b>COMPLAINT MANAGEMENT</b>	
<b>Goal 8</b> Revise and strengthen RACS complaints management process, increasing external scrutiny and demonstrating best practice complaints management that is transparent, robust and fair	Complaints & Investigation Resolution Program  Privacy Legislation Review