



2022 ACC Health Policy Statement on Building Respect, Civility, and Inclusion in the Cardiovascular Workplace: Featured Citations

Medical Organization Statements

- Benjamin IJ, Valentine CM, Oetgen WJ, et al. [2020 American Heart Association and American College of Cardiology Consensus Conference on Professionalism and Ethics: A Consensus Conference Report](#). *J Am Coll Cardiol*. 2021;77:3079-133.
- [The American College of Obstetricians and Gynecologists: Behavior that undermines a culture of safety](#). Available at: <https://www.acog.org/clinical/clinical-guidance/committee-opinion/articles/2017/01/behavior-that-undermines-a-culture-of-safety>.
- [Preventing bullying through science, policy, and practice](#). *The National Academies of Sciences, Engineering, and Medicine*. Washington, DC: The National Academies Press, 2016.
- [The essential role of leadership in developing a safety culture](#). *The Joint Commission Sentinel Event Alert*. Issue 57. March 1, 2017; revised June 2021. Available at: <https://www.jointcommission.org/resources/patient-safety-topics/sentinel-event/sentinel-event-alert-newsletters/sentinel-event-alert-57-the-essential-role-of-leadership-in-developing-a-safety-culture/>.

Presence and Prevalence of BDBH in Medicine & Cardiology

- Sharma G, Douglas PS, Hayes SN, et al. [Global prevalence and impact of hostility, discrimination, and harassment in the cardiology workplace](#). *J Am Coll Cardiol*. 2021;77:2398-409.
- Grissinger M. [Disrespectful Behavior in Health Care: Its Impact, Why It Arises and Persists, And How to Address It-Part 2](#). *P T*. 2017;42:74-7.
- Averbuch T, Eliya Y, Van Spall HGC. [Systematic review of academic bullying in medical settings: dynamics and consequences](#). *BMJ Open*. 2021;11:e043256.
- Gupta P, Gupta U, Wadhwa S. [Known and unknown aspects of workplace bullying: a systematic review of recent literature and future research agenda](#). *Human Resource Development Review*. 2020;19:263-308.
- Johnson PA, Widnall SE, Benya FF. [Sexual harassment of women: climate, culture, and consequences in academic sciences, engineering, and medicine](#). *The National Academies of Sciences, Engineering, and Medicine*. Washington, DC: The National Academies Press, 2018.



Addressing BDBH

- [Bullying in the health care workplace: a guide to prevention & mitigation.](https://www.ama-assn.org/practice-management/physician-health/bullying-health-care-workplace-guide-prevention-mitigation) American Medical Association. Available at: <https://www.ama-assn.org/practice-management/physician-health/bullying-health-care-workplace-guide-prevention-mitigation>.
- Ferris PA, Deakin R, Mathieson S. [Workplace bullying policies: a review of best practices and research on effectiveness.](#) In: D'Cruz P, Noronha E, Caponecchia C, et al., editors. Dignity and Inclusion at Work. Singapore: Springer Nature, January 2018.
- Acosta DA. [AAMC: Achieving excellence through equity, diversity, and inclusion.](https://www.aamc.org/news-insights/achieving-excellence-through-equity-diversity-and-inclusion) Available at: <https://www.aamc.org/news-insights/achieving-excellence-through-equity-diversity-and-inclusion>.
- Paluck EL, Porat R, Clark CS, et al. [Prejudice reduction: progress and challenges.](#) Annu Rev Psychol. 2021;72:533-60
- Poorsattar SP, Blake CM, Manuel SP. [Addressing microaggressions in academic medicine.](#) Acad Med. 2021;96:927.
- [Together We Can Do Better: A Gathering of Leaders in Academia to Prevent Sexual Harassment: Proceedings of a Workshop – in Brief, 2019.](#)

Tools

- [Hiring the best talent: toolkit.](https://www.aamc.org/professional-development/leadership-development/recruiting) Association of American Medical Colleges. Available at: <https://www.aamc.org/professional-development/leadership-development/recruiting>.
- Cahn PS. [Recognizing and reckoning with unconscious bias: a workshop for health professions faculty search committees.](#) MedEdPORTAL. 2017;13:10544.
- Valantine HA, Le Fauve CE, Morris KA, et al. [Ending sexual harassment in science: designing and administering a survey that can lead to an improved organizational climate.](#) Acad Med. 2022 in press.

Pertinent ACC Policy Statements

- [American College of Cardiology Code of Conduct.](https://www.acc.org/About-ACC/Our-Bylaws-and-Code-of-Ethics/Code-of-Conduct) Available at: <https://www.acc.org/About-ACC/Our-Bylaws-and-Code-of-Ethics/Code-of-Conduct>.
- [American College of Cardiology Code of Ethics. Updated January 2020.](https://www.acc.org/about-acc/our-bylaws-and-code-of-ethics/code-of-ethics) Available at: <https://www.acc.org/about-acc/our-bylaws-and-code-of-ethics/code-of-ethics>.