

**Reporting Issues, Unprofessionalism, Discrimination, and any other concerns AY 2020-21**

In conjunction with UAB, the Department of Pathology is committed to uphold ethical, professional, and legal standards in education, research, and patient care. UAB SOM and the Department of Pathology aim to promote and maintain equality across employment and educational opportunities while prohibiting any form of discrimination and harassment based on race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, disability, veteran status, age, or genetic family medical history.

The reporting methods listed below are at the department, GME, and UAB hospital level followed by information for the Birmingham- VA Medical Center and Children's of Alabama. Follow the order of individuals listed below unless you feel it necessary to move to the next level in the Reporting Structure.

We handle reporting at the department level with confidentiality and at the discretion of the resident. Program leadership will take careful consideration for privacy and anonymity to create a safe, protected space to report issues and concerns.

**Department of Pathology Reporting Structure:**

1. The AP and CP chief residents are available to speak on your behalf to the program leadership:
  - a. Christine Pesoli [carnesen@uabmc.edu](mailto:carnesen@uabmc.edu) or Benjamin Daggett [bdaggett@uabmc.edu](mailto:bdaggett@uabmc.edu)
  - b. You can also reach out to your Diversity and Inclusion Resident Representative. This resident is available to speak on your behalf to program leadership and the SOM Diversity and Inclusion Office.
    - i. Natalie Larsen [nilarsen@uabmc.edu](mailto:nilarsen@uabmc.edu)
2. Reach out to your Primary Career Mentor. They are available to talk to program leadership on your behalf and to advise you steps for mitigating the situation.
3. Report the issue to program leadership:
  - a. PD: Brandi McCleskey, M.D. 205-930-3603/205-975-8898 or via email at [bmccleskey@uabmc.edu](mailto:bmccleskey@uabmc.edu)
  - b. APD (AP): Andrea Kahn, M.D. 205-934-7103 or via email at [akahn@uabmc.edu](mailto:akahn@uabmc.edu)
  - c. APD (CP): Chad Siniard, M.D. 205-934-1675 or via email at [rcsiniard@uabmc.edu](mailto:rcsiniard@uabmc.edu)
4. Speak to the Department Chair. In addition to the outlets below, there is a quarterly meeting with the Chair to report anonymous concerns regarding the department and training.
  - a. Chair: George Netto, M.D. 205-934-4303 or via email at [gnetto@uabmc.edu](mailto:gnetto@uabmc.edu)
5. Report the issue to Pathology HR
  - a. Janiece Finkley, Administrative Director, 205-975-8126 or via email at [janiecefinkley@uabmc.edu](mailto:janiecefinkley@uabmc.edu)

**UAB SOM GME Reporting Structure:**

6. GME Hotline 205-934-5025 | GME Email [gme@uabmc.edu](mailto:gme@uabmc.edu)
7. "Report It" Button on [GME Webpage](#)
  - a. 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.

**UAB Institution:**

**SCHOOL OF MEDICINE**  
Department of Pathology

  
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8. TrendTracker
  - a. To access the system, look for the red icon on the desktop of a UAB Medicine computer or visit: [https://rl6-app.ad.hs.uab.edu/RL6\\_Production](https://rl6-app.ad.hs.uab.edu/RL6_Production)
  - b. 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.
9. Ethics Hotline 1-8666-362-9476 [www.uab.edu/ethics](http://www.uab.edu/ethics)
  - a. 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.
  - b. 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.
10. Corporate Compliance Office 205-975-0585
  - a. 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.
11. UAB Title IX
  - a. 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. Behavior covered under Title IX include gender discrimination and sexual harassment including sexual assault and sexual violence.
  - b. UAB Title IX: <https://www.uab.edu/titleix>
  - c. UAB Title IX [Resources](#)
  - d. UAB Title IX [Responsible Employee Card Birmingham Campus](#) -
  - e. [Report an Incident](#) to Title IX Office
12. UAB Human Resources [Employee Relations](#)
13. UAB Office of Diversity, Equity, and Inclusion (DEI) [Discrimination Complaint form](#)

**Birmingham Veterans Administration Medical Center:**

14. Rick De Filippo Equal Employment Opportunity Program Manager  
Email: Rick.defilippo@va.gov  
Office: 205-933-8101 x5951  
Mobile: 205-823-3000

**Children's of Alabama:**

**SCHOOL OF MEDICINE  
Department of Pathology**



THE UNIVERSITY OF  
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15. Michelle Galipeau, Director of Employee Relations – 205-638-6657. [Michelle.Galipeau@childrensal.org](mailto:Michelle.Galipeau@childrensal.org)
16. If you prefer more confidential, anonymous reporting:
  - a. Corporate Compliance Hotline: 1-800-624-9775 Managed by Cindy Rogers – Corp Compliance Officer [cindy.rogers@childrensal.org](mailto:cindy.rogers@childrensal.org)
  - b. OR Online submission of a Corporate Compliance or policy violation: <http://www.integrity-helpline.com/childrensal.jsp>. If something egregious occurs during overnight hours or on the weekend, an administrator on call or risk management is always available 24/7 to assist during this time

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