

Core Values of the Faculty of Medicine

Every member of the Faculty is expected to demonstrate and promote the following core values of the Faculty of Medicine:

Service through respect, collaboration, excellence, compassion, integrity, altruism, empathy, wellness and equity

Respect:

To show consideration for others based on the belief that all human beings are born free and equal in dignity and rights and avoid behaviour that is deliberately harmful, degrading, insulting, or injurious to others. This entails recognizing human diversity including for different viewpoints, beliefs, religion, gender, lifestyle, ethnic origin, and physical ability. Respect in the work environment also requires demonstrating respect for other people's privacy, physical space and belongings.

Collaboration:

Collaboration requires that individuals view themselves as members of a team, and contribute to a common goal. All participants offer their expertise, share in the responsibility for outcomes, and are acknowledged by other members of the group for their contribution to the process. Collaborative team members identify common interests, define common problems, and seek solutions that reach beyond what any one of them could accomplish on their own. Collaboration entails being reasonable and fair in expectations of others and attempting to resolve conflicts in an appropriate manner.

Excellence:

A conscientious effort to exceed ordinary expectations and to make a commitment to continuously improve one's knowledge and skills through life-long learning. Excellence also requires the capacity to recognize and accept limitations in one's knowledge and skills. It entails an awareness of one's responsibilities and demonstrating initiative and a commitment to ensure the job gets done well.

Compassion:

The deep awareness of the suffering of another and the desire to relieve it.

Integrity:

The consistent regard for the highest standards of behavior and the refusal to violate

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one's professional codes. Integrity implies being fair, being truthful, keeping one's word, meeting commitments, and being straightforward. Integrity requires not cheating or misrepresenting data, circumstances, identity, position, etc... It also requires recognition of the possibility of conflict of interest and avoidance of relationships which allow personal interests to supersede responsibility to those we serve.

Altruism:

Altruism is that aspect of one's character that refers to one's compassion and selflessness in dealings with other people. It is a measure of one's compassion with patients, respect for others, and whether or not the interests of others supercede one's own. It involves promoting the common good of teams and work groups above self.

Wellness:

A multidimensional state of being, describing the existence of positive health in an individual as exemplified by quality of life and a sense of wellbeing.

Empathy:

To recognize or understand another's state of mind or emotion.

To experience the outlook or emotions of another being by "putting one's self in another's shoes".

Equity:

Equity implies that everyone should have a fair opportunity to attain their full potential in health, as well as in work and career. No one should be disadvantaged from achieving this potential, if it can be avoided. Equity requires rejecting discrimination based on age, disease or disability, creed, ethnic origin, gender, nationality, political affiliation, race sexual orientation, or social standing. Equity entails advocacy for those who cannot advocate for themselves.