



## **Policy on Bias and Ethics Statement for Oral Examinations**

### **BACKGROUND**

Bias regarding candidates or fellow examiners has no place in ABEM examinations. Candidates participating in ABEM examinations are entitled to equal and unbiased evaluation. However, in oral examinations such as this, bias or perceived bias toward or against a candidate can be very subtle, yet also very real. Biases may include such things as age, type of eligibility, gender, country of origin, place of training, or those resulting from a candidate's attitude or actions on a case at the examination. ABEM examiners must strive to avoid ALL BIASES at ALL LEVELS in the examination process, including casual conversations with other examiners.

### **POLICY**

It is the policy of ABEM that examiners may not confer about candidates at any time. Any such comments or actions might be construed as placing the candidate in an unfair position. ABEM examiners are expected to maintain a high standard of ethics that prohibits any misuse of position, protects the validity of the examination process, and maintains the confidentiality of all participants before, during, and after the examination.

### **PROCEDURES**

Each candidate in this exam is entitled to evaluation by seven independent examiners each of whom make an independent assessment of a candidate's performance in one encounter. Examiners may not confer about candidates at any time. Any such comments or actions might be construed as placing the candidate in an unfair position. ABEM examiners are expected to maintain a high standard of ethics that prohibits any misuse of position, protects the validity of the examination process, and maintains the confidentiality of all participants before, during, and after the examination.

If you have any comments about a candidate, please make them to your team leader or a chief examiner separate from other examiners. They will assure that your concerns are handled appropriately.

### **EXCEPTION**

None