

AUSTRALASIAN OPHTHALMOLOGY TRAINEES? AND OPHTHALMOLOGISTS? EXPERIENCES OF DISCRIMINATION, BULLYING AND SEXUAL HARASSMENT AND WORK-LIFE BALANCE

Purpose: Survey of ophthalmologists and trainees regarding discrimination, bullying and sexual harassment (DBSH), and in balancing career and family.

Method: A validated confidential questionnaire was sent online to Australian and New Zealand RANZCO Fellows and Trainees.

Results: 47% (n=57) of trainees and 28% (n=282) of ophthalmologists responded. More female than male trainees reported frustration in balancing personal and professional commitments (79% vs. 45%, $p=0.03$). Female trainees and ophthalmologists were more likely to report that child-rearing slowed career progression (79% female vs. 30% of male trainees, $p=0.04$; 75% female vs. 16% of male ophthalmologists, p