



BIAS AND ETHICS STATEMENT FOR CERTIFYING EXAMINATION

BACKGROUND

Bias regarding candidates or fellow examiners has no place in ABEM examinations. Candidates participating in Certifying Examinations are entitled to equal and unbiased evaluation. However, in examinations such as this, bias or the appearance of bias toward or against a candidate can be very subtle, yet also very real. Sources of bias may include, but are not limited to, 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 are expected to avoid bias and the appearance of bias in all aspects of the examination process, including casual conversations with other examiners.

POLICY

ABEM examiners must not confer with other examiners regarding a candidate's performance at any time. Such comments or actions could be construed as placing the candidate in an unfair position. ABEM examiners are expected to maintain a high standard of ethics that prohibits misuse of position, protects the validity and fairness of the examination process, and maintains the confidentiality of all participants before, during, and after the examination.

PROCEDURES

Each candidate is evaluated by multiple examiners, each of whom independently assesses the candidate's performance in a single encounter. Examiners wishing to comment on a candidate must make their concerns known to their Case Lead or a Exam Lead, separately from other examiners; the Exam Lead will ensure the concerns are handled appropriately.

EXCEPTION

None.