

Breaking the Cycle of Sexual Misconduct Through Preventive CME

Alabama Board of Medical Examiners (ALBME), Alabama Medical Licensure Commission (ALMLC), and PBI Education

Identifying the Problem

The ALBME/ALMLC identified a troubling trend - a rising number of sexual misconduct and professional boundaries complaints. They began to study what measures could be taken proactively to address the increase.

Developing a Solution

Through the rule-making process, the ALBME required all licensees to complete a CME course on professional boundaries. This education would help licensees identify and prevent violations in both themselves and in other providers, in order to safeguard the public. The course, “Navigating Professional Boundaries in Health Care (DR-2)”, was customized and delivered in partnership with PBI Education, an expert in professional boundaries and clinician remediation, and provided at no cost to licensees.



Examples of Other Regulatory Initiatives Working to Reduce Boundary Violations:

Ohio: In 2019, the State Medical Board of Ohio prioritized understanding sexual misconduct complaints and has put in place measures to protect Ohio residents from sexual misconduct.

Georgia: In 2021, the Georgia Composite Medical Board mandated licensees and board members complete two hours of CME regarding professional boundaries and physician sexual misconduct, via House Bill 458.

New Jersey: In 2021, the NJ Division of Consumer Affairs called upon the New Jersey Board of Medical Examiners to develop a proposal for mandatory continuing education on sexual misconduct prevention, bystander intervention, and human trafficking prevention.

FSMB Foundation: In 2025, the FSMB Foundation will complete an educational video to provide information for physicians, physicians-in-training, and the public on the importance of professional boundaries and how they are maintained.

Implementation Timeline: New ALBME/ALMLC Boundaries Course Rule			
May 2020	February 2024	October 2024	Present
Convened a task force to study and address the rise in professional boundary complaints	Implemented a new rule mandating a professional boundaries course which all licensees must complete	Entered into a partnership with PBI Education to develop and provide the course	Since launching in January, more than 2,583 licensees have completed the course as of March 12, 2025

Preliminary Reactions

Upon successful completion of the course, participants submit a post-course evaluation form. The following data are compiled from those responses:

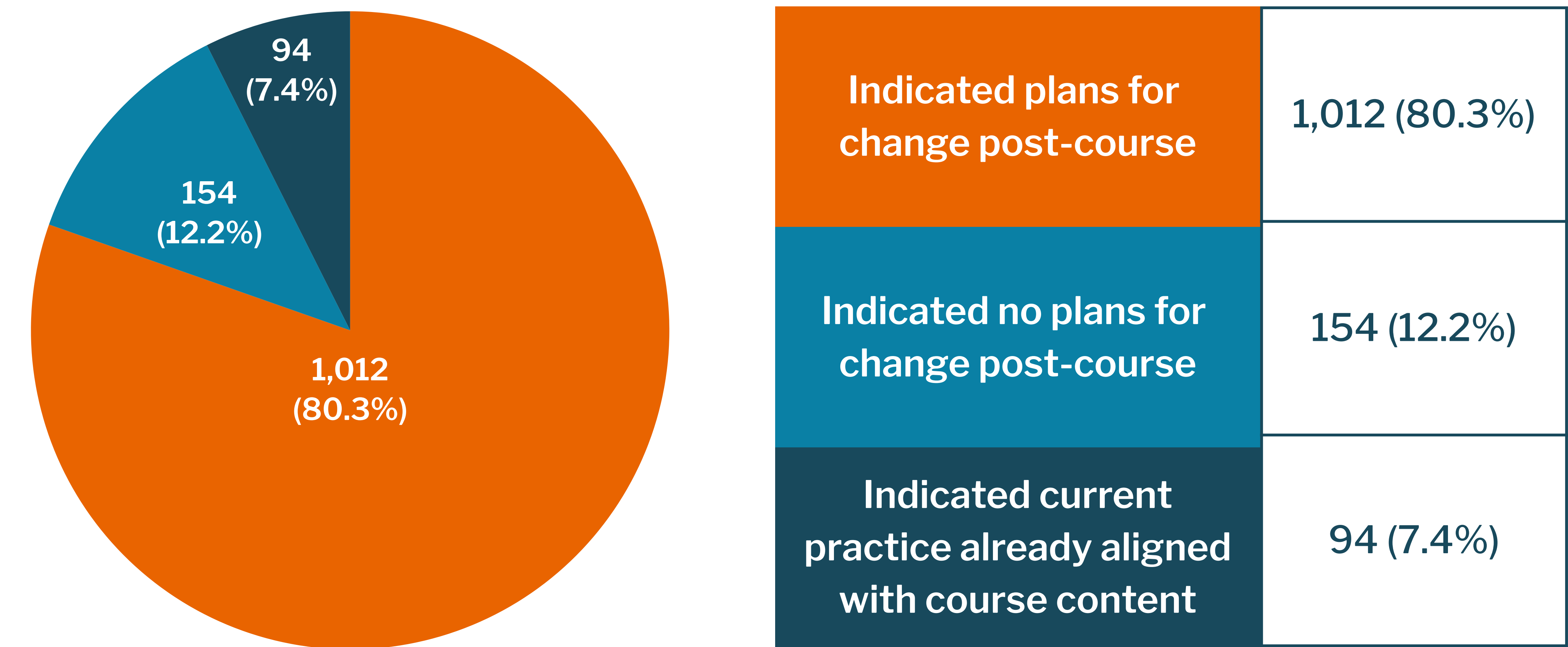
Navigating Professional Boundaries in Health Care Course (DR-2)

Analysis Period: January 1, 2025 - March 12, 2025

Participants: n = 2583 physicians, physician assistants, and anesthesiologist assistants licensed by Alabama

In the post-course evaluation, 1,260 (48.7%) answered the optional question, “How will you change your clinical practice as a result of this course?” Responses appear below:

How will you change your clincial practice as a result of this course?



Example responses from course participants to the question, “How will you change your clinical practice as a result of the course?” (Direct quotations used with permission and edited for clarity.)

“Be more aware of situations and concepts that could harbor the risk of damage to my practice, career, clinic, and most importantly, patients.”

“View almost every interaction that I have with family, friends, coworkers, patients as having the potential for boundary violation. Just an incredible awakening to realize the potential.”



Use QR code to view a digital version of the poster and other resources.

