

# MISTREATMENT POLICY

## Student Mistreatment and Reporting

The University of Louisville School of Medicine is committed to ensuring an environment that is respectful of diversity of opinion, race, gender, religion, sexual orientation, age, disability and socioeconomic status. Mutual respect and collegiality among faculty, residents, students, and staff are essential to maintaining an environment conducive to learning. All members of the University community are expected to adhere to the Code of Conduct (<http://louisville.edu/compliance/ico/code/>). Student Mistreatment is defined as a behavior that shows disrespect for the dignity of others and unreasonably interferes with the learning process. It includes harassment, discrimination, or physical threats.

Specific examples of mistreatment can include, but are not limited to, being:

- Subjected to offensive remarks or names
- Pressured into performing personal services
- Intentionally neglected or left out of conversations
- Belittled or humiliated

Any abuse or misconduct of a sexual nature will be reported through the Title IX process (<https://louisville.edu/titleix/>) as outlined by the University of Louisville.

Students may report mistreatment using any of the following avenues:

- Directly report concerns about mistreatment confidentially to the Senior Associate Dean for Student Affairs, the Assistant Dean for Student Affairs, the Vice Dean for Undergraduate Medical Education, and the Assistant Dean for Clinical Skills.
- Complete this online form (<https://louisville.edu/medicine/studentaffairs/mistreatment-form/>) with the option of anonymously reporting a mistreatment.
- Document the mistreatment on course evaluations.

All reports submitted through these mechanisms will be received by the Senior Associate Dean for Student Affairs and will be reviewed with the Vice Dean for Undergraduate Medical Education immediately. Trends will be monitored. The individual mistreatment incidents as well as trends will be brought to the attention of the assistant dean for basic science education (if the mistreatment occurred during the basic science education) or the assistant dean for clinical education (if the mistreatment occurred in the clinical space) as well as the responsible course or clerkship director and Program director. The responsible supervisor will have ten business days to review the available documentation, discuss with the person accused of the mistreatment, initiate a corrective response and communicate this to the Senior Associate Dean for Student Affairs. Incidents submitted through this form may be made anonymously, however, UofL is limited in its ability to investigate and respond to anonymous reports. The preference is for *all* reports to include contact information such that follow-up can occur.

If trends are identified, the Vice Dean for Faculty Affairs (if faculty involved) or Associate Dean for GME (if resident involved), will be notified as well as the Chair, or appropriate administrator at the clinical site.

Incidents submitted through this form may be made anonymously, however, UofL is limited in its ability to investigate and respond to

anonymous reports. The preference is for *all* reports to include contact information such that follow up can occur.

Retaliation against students reporting mistreatment is regarded as a form of mistreatment and will not be tolerated. Accusations that retaliation has occurred will be handled in the same manner as accusations concerning other forms of mistreatments.

If you require an immediate emergency response to protect your safety or the safety of others, notify law enforcement authorities immediately.