

Policy on Prohibiting Mistreatment and Harassment of UPSOM Students

I. PURPOSE

The University of Pittsburgh School of Medicine (UPSOM) has established expectations for professional behavior toward UPSOM students. This policy defines UPSOM's stance against mistreatment and harassment and its intent to investigate reports of such behavior, toward the goals of eliminating mistreatment and promoting a positive learning environment.

II. SCOPE

This policy applies to:

- Faculty, trainees, and staff who interact with UPSOM students
- UPSOM students (including both medical and graduate students)

III. POLICY

At UPSOM we embrace our responsibility to create and maintain a learning environment characterized by the highest professional and ethical standards that enables all students to develop to their fullest potential.

Harassment or mistreatment of any kind is detrimental to such an environment. Accordingly, UPSOM does not tolerate any incidents of mistreatment or harassment of its students by faculty, trainees, staff, patients, or other students.

UPSOM defines mistreatment as behavior that shows disrespect for the dignity of others and unreasonably interferes with the learning process.

UPSOM encourages students to report any incidents of mistreatment or harassment, whether directed at themselves or other students. Examples of mistreatment and harassment include, but are not limited to, being:

- Publicly humiliated
- Subject to offensive comments or behaviors based on gender, race/ethnicity, sexual orientation, disability, religion, or other personal characteristics
- Denied opportunities and/or receiving lower evaluations or grades solely because of gender, race/ethnicity, sexual orientation, disability, religion, or other personal characteristics
- Verbally abused
- Sexually harassed
- Subjected to psychological cruelty
- Threatened with harm

- Physically harmed

UPSOM takes allegations of mistreatment and harassment seriously and investigates and responds according to the UPSOM Incident Response Procedure*. UPSOM ensures that no person shall be subject to retaliation for participating in the good-faith reporting or investigation of mistreatment.

*Note: Allegations of mistreatment and harassment committed by medical students are addressed per the UPSOM Code of Professionalism.

IV. POLICY AUTHOR(S)

- Office of Medical Education
- Office of the Learning Environment

V. RELATED POLICIES AND PROCEDURES

- UPSOM Incident Response Procedure
- UPSOM Code of Professionalism
- University of Pittsburgh Policy CS 07 Nondiscrimination, Equal Opportunity, and Affirmative Action
- University of Pittsburgh Notice of Nondiscrimination and Anti-Harassment Policy Statement
- University of Pittsburgh Policy CS 20 Sexual Misconduct
- University of Pittsburgh Policy CS 27 Title IX Policy
- University of Pittsburgh Student Code of Conduct

VI. REFERENCES

- LCME Element 3.6: Student Mistreatment
- AAMC *Appropriate Treatment in Medicine (ATM)*, A Compendium on Medical Student Mistreatment from the Group on Student Affairs (GSA)
- AAMC *Appropriate Treatment of Research Trainees (AToRT)* from the Group on Research, Education, and Training (GREAT)
- [University of Pittsburgh Office of Institution Engagement and Wellbeing – Civil Rights and Title IX \(https://www.wellbeing.pitt.edu/civil-rights-title-ix/policies-procedures-and-practices\)](https://www.wellbeing.pitt.edu/civil-rights-title-ix/policies-procedures-and-practices)

VII. APPROVALS

Educational Policy Council approved on April 1, 2026

The University of Pittsburgh School of Medicine reserves the right to change these policies and procedures as needed.