

## **Policy on Mistreatment and Harassment**

### **I. POLICY**

The University of Pittsburgh School of Medicine is confident that safe and effective care of patients is shaped by an environment of quality medical education that is rooted in human dignity. We embrace our responsibility to create, support, and facilitate a learning environment for our students so that they witness and experience a culture of respect, collegiality, kindness and cooperation within our School community. This same positive behavior is expected of all who impact the environment of patient care: health professionals, advanced learners, and staff.

Harassment or mistreatment of any kind is detrimental to such an environment and the School of Medicine will not tolerate any incidents of mistreatment or harassment of students by faculty, health professionals, staff, or other trainees. UPSOM encourages students to report any incidents of mistreatment or harassment, whether directed at themselves or others. All concerns will be registered and investigated without fear of retaliation.

Mistreatment and harassment will not be tolerated. UPSOM takes allegations of such behavior seriously and will investigate and respond to reports of mistreatment or harassment. Examples of such behaviors include but are not limited to being:

- Humiliated publicly
- Threatened with harm
- Physically harmed
- Subjected to psychological cruelty
- Required to perform personal services
- Subjected to unwanted sexual advances
- Asked to exchange sexual favors for grades or other rewards
- Sexual harassment
- Denied opportunities based on gender identity/race/ethnicity/sexual orientation/age/etc.
- Subjected to offensive comments
- Receiving lower evaluations or grades because of factors other than performance

No person shall be subject to retaliation for participating in the good-faith reporting or investigation of mistreatment.

## **II. PURPOSE**

The School of Medicine has established expectations for professional behavior toward medical students and other trainees, and among colleagues. This policy defines the School's stance against mistreatment and harassment and its intent to investigate reports of mistreatment, toward the goals of eliminating mistreatment and promoting a positive learning environment.

## **III. SCOPE**

This policy applies to:

- Faculty, residents, fellows and staff who interact with medical students
- Medical students

## **IV. POLICY AUTHOR(S)**

- Office of Medical Education

## **V. RELATED POLICIES AND PROCEDURES**

- Procedure on Reporting and Investigating Alleged Mistreatment and Harassment
- Discrimination and Harassment Policy
- University of Pittsburgh Policy 07-01-03 Nondiscrimination, Equal Opportunity, and Affirmative Action
- University of Pittsburgh Policy 06-05-01 Sexual Misconduct and Discrimination

## **VI. REFERENCES**

LCME Element 3.6: Student Mistreatment. A medical education program defines and publicizes its code of professional conduct for the relationships between medical students, including visiting medical students, and those individuals with whom students interact during the medical education program. A medical school develops effective written policies that address violations of the code, has effective mechanisms in place for a prompt response to any complaints, and supports educational activities aimed at preventing inappropriate behavior. Mechanisms for reporting violations of the code of professional conduct are understood by medical students, including visiting medical students, and ensure that any violations can be registered and investigated without fear of retaliation.

**VII. APPROVALS**

Education Policy Council

Executive Committee

Dean, School of Medicine, February 5, 2018