

## **Student Mistreatment**

The School of Medicine believes that students are entitled to be treated by others (faculty, staff, patients and fellow students) in a professional manner. In order to address possible mistreatment issues that may arise, the School has developed a Student Mistreatment Policy.

### **Student Mistreatment Policy**

This policy encourages medical students who believe they were mistreated by other students, faculty, residents, staff or patients to bring the conduct to the attention of appropriate individuals within the school and/or the university.

### **Concerning Mistreatment at the University of Missouri:**

The University of Missouri System is an Equal Opportunity/Affirmative Action institution and is nondiscriminatory relative to race, religion, color, national origin, sex, sexual orientation, age, disability or status as a Vietnam-era veteran. The University is committed to providing a positive work and learning environment where all individuals are treated fairly and with respect, regardless of their status. The University does not tolerate mistreatment by or of its students, faculty, residents, staff or patients.

The University's formal policy on maintaining a positive work and learning environment can be found at the following address:

<http://www.umsystem.edu/ums/departments/gc/rules/personnel/330/080.shtml>

Mistreatment comes in many forms, including but not limited to the following:

- physical abuse
- sexual abuse
- verbal abuse
- discrimination
- harassment (sexual or otherwise)
- public humiliation
- intentional neglect
- intentional lack of communication
- the assignment of tasks for punishment or in retaliation
- belittling of a student or their field of choice
- unreasonable or intentional exclusion of a student from an educational opportunity

In our investigations, educational efforts, policies and procedures, the School of Medicine recognizes that, in some instances, the perception of the individual who believes s/he were mistreated and the intent of the other person(s) involved are discrepant. Whatever the circumstance, students who believe they were mistreated are strongly encouraged to bring it to the attention of appropriate school or university officials (see page 14 for contact information).

It is the university's special responsibility to provide a positive climate in which students can learn. The University expects that the School of Medicine will provide educational programs and otherwise direct resources to creative and serious measures designed to improve interpersonal relationships, to help develop healthy attitudes toward different kinds of people, and to foster a climate in which students are treated as individuals rather than as members of a particular category of people. The

university specifically prohibits consensual amorous relationships between individuals where one has direct supervisory or evaluative responsibility for the other (as between, for example, faculty member and student). The university's policy in this regard can be found at the following address:

<http://www.umsystem.edu/ums/departments/hr/manual/519.shtml>.

### **Concerning Mistreatment at the School of Medicine:**

The University of Missouri School of Medicine's commitment to the provision of a professional learning environment for our students is made explicit in our Vision Statement for Education in the following words:

“Our educational processes promote intellectual curiosity, professionalism and the skills for life long learning.”

The School's commitment is reiterated in the Foundation Values. The Foundation Values emphasize respect for one's self, for others and for the truth  
commitment to act ethically, to welcome difference and to engage in an open exchange  
responsibility in our duty to our patients, colleagues and learners  
interactions that model the professionalism expected of physicians

The Foundation Values reiterate that prejudice or bias directed against others is not permissible. Prejudice or bias directed toward others, whether based upon race, religion, ethnicity, gender, age or sexual preference, is prohibited by University regulation.

### **Whom Should You Ask?**

Medical students are sometimes reluctant to discuss mistreatment for fear of being identified or even receiving reprisals; yet they often want alleged mistreatment incidents to be investigated. The School does not tolerate retaliation or reprisals against students who bring incidents of possible mistreatment to the attention of faculty and/or school officials.

The mistreatment of students by patients may be particularly painful. Students are strongly encouraged to discuss such incidents with a trusted supervisor, mentor or colleague.

A range of school and university resources are available to students who may wish to discuss issues informally and confidentially. Those resources include individual medical school faculty, deans and department chairs, advisors, clerkship directors, preceptors and others. Concerns, problems, questions and complaints may be discussed anonymously and confidentially with the Associate Dean for Student Programs, whose role specifically includes student advocacy and who is available to all enrolled MU medical students.

**The Associate Dean for Student Programs is Rachel Brown MD**

**Office of Medical Education (MA215)**

**Telephone: 573-882-2923**

**Email: [brownrac@health.missouri.edu](mailto:brownrac@health.missouri.edu)**

The same definitions, policies and procedures apply in all sites where University of Missouri School of Medicine students receive education and clinical training under the supervision of university faculty.