

## **Policy on Mistreatment and Harassment**

### **I. PURPOSE**

The School of Medicine has established expectations for professional behavior toward UPSOM 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.

### **II. SCOPE**

This policy applies to:

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

### **III. POLICY**

At the University of Pittsburgh School of Medicine we embrace our responsibility to create, support, and facilitate a learning environment characterized by the highest professional and ethical standards and a culture of diversity and inclusion, and cultural humility, that enables all students, faculty, staff, and the communities we serve to develop to their fullest potential.

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 its students by faculty, fellows, residents, staff, or other students. 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.

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

- Office of Medical Education
- Office of the Learning Environment

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

- UPSOM Procedure for Reporting Mistreatment of Medical Students
- University of Pittsburgh Policy CS 07 Nondiscrimination, Equal Opportunity, and Affirmative Action
- University of Pittsburgh Policy CS 20 Sexual Misconduct
- University of Pittsburgh Policy CS 27 Title IX Policy

#### **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.

• AAMC *Appropriate Treatment of Research Trainees (AToRT)* from the Group on Research, Education, and Training (GREAT)

#### **VII. APPROVALS**

Dean, School of Medicine, last revision approved January 6, 2025. Policy originally approved February 5, 2018.

Revision approvals:

Education Policy Council, approved June 12, 2024.

Executive Committee, approved August 30, 2024.