



## COM MEDICAL EDUCATION COM108 – Student Mistreatment

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<b>No./Title:</b> COM108 Student Mistreatment	<b>Resp. Office:</b> Medical Education <b>Approval Body:</b> CUME	<b>Effective Date:</b> 05/20/19
<b>Category:</b> COM/UME	<b>Last Review:</b> N/A	<b>Next Review:</b> 05/19/22
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<b>Related Policy:</b> SA105 – Preventing Student Mistreatment AA110 – Grading Policy COM107 – Grading Policy for MD Curriculum		

### POLICY

It is the policy of the University of Tennessee Health Science Center (UTHSC) College of Medicine (COM) to promote an environment in which all medical professionals can work and learn in an atmosphere of dignity, respect and freedom from discrimination. The COM will follow the below procedures in implementing the relevant UTHSC policy ([SA105 -- Preventing Student Mistreatment](#)).

### RATIONALE AND PROCEDURE

1. Process for dissemination of UTHSC policy
  - a) The COM provides ongoing education to students, residents, fellows, faculty and other staff, focusing on reinforcing standards of professional and collegial behavior, and informing the community of procedures for managing real or perceived mistreatment. Specific groups are targeted as follows:
    - i. Medical students: The CenterScope student handbook includes a section on mistreatment. This topic is on the agenda for all student orientations, and is referenced in the policies for each preclinical course and clinical rotation.
    - ii. Faculty, residents, fellows, nurses, and other staff: The mistreatment policy is shared along with other policies and resources central to the educational mission.
2. Process for addressing mistreatment
  - a) The first course of action in an instance of perceived mistreatment is for the involved parties to attempt to resolve the issue themselves, with the goal of addressing potential sources of misunderstanding.
  - b) If attempts at personal resolution are not successful the student should engage the teaching or clinical team hierarchy. The purpose of this involvement is to provide a further opportunity for communication, and to identify the nature of the alleged mistreatment.
    - i. Pre-clinical years (M1/M2)
      1. An incidence of mistreatment should be reported to the course director.
      2. If the issue involves the Course Director, the student should contact the Assistant Dean of Basic Science Curriculum or the Associate Dean of Student Affairs, whomever the student feels more comfortable approaching or considers more appropriate.

- ii. Clinical years (M3/M4)
  - 1. If the concern involves an intern or junior resident on the team, the student should discuss the situation with the supervising resident.
  - 2. If the issue involves ancillary personnel or the supervising resident, the student should discuss the problem with the team attending physician.
  - 3. If the issue involves the attending physician, or if the student is uncomfortable discussing the situation with any member of the team, or if he/she is simply unsure about whom to approach, the student should contact the Clerkship Director.
  - 4. If the issue involves the Clerkship Director, the student should contact the department Chair, the Assistant Dean of Clinical Curriculum or the Associate Dean of Student Affairs, whomever the student feels more comfortable approaching or considers more appropriate.
- 3. Procedures to address specific categories of alleged mistreatment
  - a) Complaints relating to grades are handled as outlined in the Academic Catalog (e.g. the Bulletin) and UTHSC [Grading Policy, AA110](#). Grade appeals are made according to the procedure outlined in the [Grading Policy for the MD Curriculum, COM107](#).
  - b) Issues of racial or gender discrimination or harassment are directed to the UTHSC Office of Equity and Diversity. An alternative to the University hearing process may be afforded according to the “contested cases” section of the State of Tennessee Uniform Administrative Procedures Act.
  - c) If warranted, college officials may request further investigation by the Student Conduct Officer, who will interview all parties and make a recommendation to the college as to possible resolution.
- 4. Protection from retaliation
  - a) Individuals alleging mistreatment are to be protected from retaliation.
  - b) Those accused of mistreatment are reminded that retaliation is itself regarded as a form of mistreatment, to be addressed according to the procedures described above.

## **APPROVAL HISTORY**

Effective: 5/20/2019

Revised: N/A