

PROCEDURES RELATED TO STUDENT HARASSMENT/ABUSE

The University of Cincinnati College of Medicine is committed to providing a positive learning environment that promotes the acquisition of the knowledge, skills and attitudes commensurate with being an exemplary physician. In order to achieve this goal, the College has established standards of behaviors that are based upon mutual respect of all individuals involved in the learning process. No form of student harassment or abuse is acceptable.

Definition of Harassment/Mistreatment:

Student Harassment/Mistreatment is defined as any behavior that is disrespectful and/or unreasonable and may demonstrate a misuse of positional power. Mistreatment includes but is not limited to the following behaviors:

- ◆ General Mistreatment (i.e., public humiliation or belittlement, threats, personal service requests, physical or verbal abuse)
- ◆ Sexual Harassment (i.e., inappropriate comments, name calling, jokes, slurs, gestures, touches, advances of a sexual nature)
- ◆ Racial Harassment (i.e., inappropriate comments, name calling, jokes, slurs, gestures of a racial nature)
- ◆ Sexual Orientation Harassment (i.e., inappropriate comments, name, calling, jokes, slurs, gestures, touches, advances of a sexual nature)
- ◆ Religious Harassment (i.e., inappropriate comments, name calling, jokes, slurs, gestures of a religious nature)

Relationships included:

- ◆ faculty to student
- ◆ resident to student
- ◆ supervisory/administrative personnel to student
- ◆ student to student
- ◆ student to faculty
- ◆ student to resident
- ◆ student to supervisory/administrative personnel

Policy Awareness Procedures:

Behavioral standards and policies for handling reported incidences are distributed to all students, faculty, residents, nursing staff and administrative staff.

All departments with student teaching/administrative responsibilities are required to review the established policies with their staff and provide documentation that this has occurred.

Policies for Handling Reported Incidences of Harassment/ Abuse:

- ◆ All incidences of student concern are to be reported to the Office of Student Affairs (Laura Wexler, M.D. and/or Denise Gibson, Ph.D.) for the purpose of investigating the situation.
- ◆ The student will be advised of his/her rights regarding possible courses of action. Options include filing a grievance in accordance with established University of Cincinnati College of Medicine policies and procedures, informal handling of the situation with the faculty member and/or department chair or filing a complaint with the Honors Council. Once a course of action that is acceptable to the student has been determined, the Office of Student Affairs will assist in the implementation of the appropriate process.
- ◆ Implementation of the process will be conducted in such a manner as to protect the student from retaliation. This might include filing the complaint but delaying implementation of the action until the student's grade has been finalized, implementing the process immediately and asking that the accused individual be removed from the student evaluation process, etc.
- ◆ All applicable grievances will be handled in accordance with the stated policies as outlined in the Academic Performance Standards, Guidelines for Promotion Boards.
- ◆ An official record of the student complaint will be kept in the Office of Student Affairs to monitor any faculty or departmental patterns of complaint.
- ◆ An official record of the student complaint will also be kept in the Office of Faculty and Administrative Affairs for use in determining promotion, retention and tenure.

Consequences of Confirmed Mistreatment:

Individuals who have been found to be in violation of the above standards will be subject to recommended censures as determined by the Grievance Committee, Honors Council, or, in instances in which the situation is handled informally, by the department. Censure recommendations are subject to the approval of the Dean of the College of Medicine. Censures may include participation in educational programs, delayed promotion or tenure, or dismissal.

From the University of Cincinnati Student Code of Conduct

Student harassment is defined in the UC Code of Student Conduct as conduct that has the purpose or foreseeable effect of unreasonably interfering with an identifiable individual's work or academic performance or of creating an intimidating, hostile or offensive work or learning environment for that individual; includes, but not limited to, conduct that violates the Institutional Policy on Sexual Harassment (Administrative Memo #60) and Policy Statement on Discriminatory Harassment (Administrative Memo #108). Both can be found at: http://www1.mcmfss.uc.edu/geninfo/administrative_memorandums.cfm