

**Addressing Student Mistreatment in
The Learning Environment:
Problems, Policies & Options**

**University of Illinois College of
Medicine at Peoria**

**Offices of Academic Affairs &
Student Affairs**

Objectives

- Review the concept of student mistreatment and how it might affect professional development
- Identify policies governing the Learning Environment at UICOMP
- Review how to report instances of student mistreatment at UICOMP

GOAL:

**MAINTAIN & IMPROVE A SAFE,
POSITIVE LEARNING
ENVIRONMENT**

Awareness of Policy

- Are you aware that your school has policies regarding the mistreatment of medical students?

	YES	NO
Peoria	91.8%	8.2%
Illinois	79.4%	20.6%
All Schools	95.7%	4.3%

- Do you know the procedures at your school for reporting the mistreatment of medical students?

	YES	NO
Peoria	75.5%	24.5%
Illinois	52.8%	47.2%
All Schools	82.3%	17.7%

University of Illinois College of Medicine Statement on the Learning Environment

*The University of Illinois College of Medicine is committed to ensuring a **safe** and effective learning environment for students, residents, faculty, and staff.*

*We expect members of our community to uphold an academic environment that encourages **mutually respectful** relationships, is **conducive to learning**, and is **free of mistreatment, harassment, and threat of retaliation**.*

Adopted in March 2016 by the UICOM Learning Environment Work Group

LCME Standard 3.5

Learning Environment/Professionalism

A medical school ensures that the learning environment of its medical education program is conducive to the ongoing development of explicit and appropriate professional behaviors in its medical students, faculty, and staff at all locations and is one in which all individuals are treated with respect. The medical school and its clinical affiliates share the responsibility for periodic evaluation of the learning environment in order to identify positive and negative influences, and identify and promptly correct violations of professional standards.

LCME Standard 3.6

Student Mistreatment

A medical school defines and publicizes its code of professional conduct for faculty-student relationships in its medical education program, 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 (e.g. incidents of harassment or abuse) are well understood by students and ensure that any violations can be registered and investigated without fear of retaliation.

Who is capable of engaging in student mistreatment?

- Faculty/Attendings
- Residents
- Nurses
- Support staff
- Other students
- Professors
- Administration

Mistreatment can include, but is not limited to, these Behaviors:

- Verbal abuse or belittling.
- Intentional humiliation.
- Unwarranted exclusion from learning opportunities.
- Exploitation through unreasonable work hours, tasks, or demands.
- Requiring students to do work for which they are not sufficiently trained.
- Creation of hostile learning environment.
- Intentional Neglect.
- Inappropriate comments or jokes (ethnic, racist, sexist, etc).
- Discrimination or harassment of any kind on basis of race, gender, ethnicity, religion, disability, age, or gender expression.
- Physical endangerment, abuse, or violence or threats thereof.
- Retaliation.

If YOU experience or witness Mistreatment, **REPORT IT!!**

- **Consult Assistant Dean for Student Affairs for information on rights and policy and/or to file a report; or**
- **Discuss with course or clerkship director; or**
- **Discuss with a UICOM academic administrator; or**
- **Report through E*Value – anonymous option available; or**
- **Report to the office of the UICOM Director of Learning Environment – located on Chicago Campus; or**
- **Report discrimination or harassment directly to UIC Office of Access and Equity www.oae.uic.edu .**
- **Students *can* report to the hospital/clinical affiliate, but we prefer that you report to UICOM faculty or officials.**

- **COMING SOON: UICOM Online Reporting Portal**

What Can a Student Expect when Making a Report?

- **To be invited to describe the behaviors that created the mistreatment;**
- **To discuss the remedy/outcome sought;**
- **To be informed about remedies and outcomes that are *possible* for UICOM to provide;**
- **To request anonymity and to learn how it may limit possible outcomes;**
- **To have the complaint investigated;**
- **To understand the confidentiality rights of both complainants and respondents;**
- **To be free from retaliation.**

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