Examples of Mistreatment

1. Specific examples of Mistreatment include but are not limited to:
   i. Yelling or shouting
   ii. Use of profanity
   iii. Humiliation or putdowns
   iv. Racial ethnic or sexual orientation discrimination, slurs, jokes, remarks
   v. Non-constructive (Non-corrective) criticism
   vi. Threatening to hit or harm
   vii. Being assigned work duties for the purpose of punishment rather than education
   viii. Creation of hostile environment
   ix. Unjustified exclusion from formal or informal learning settings
   x. Coercion
   xi. Being stared or leered at
   xii. Unwelcome sexual comments, jokes, innuendoes or taunting remarks
   xiii. Malicious gossip
   xiv. Display of pornographic, sexually offensive or degrading pictures
   xv. Unwanted sexual advances including unnecessary physical contact by touching.
   xvi. Nonconsensual sexual intimacy
   xvii. Committing an act of physical abuse or violence of any kind
   xviii. Assault with a weapon (needles or surgical instruments also apply)
   xix. Required to perform personal services (i.e, babysitting, shopping)

Report Possible Mistreatment

2. Reporting Concerns of Possible Mistreatment
   a. Medical students who are the subject of mistreatment or who have witnessed mistreatment of their fellow student are encouraged to discuss it with a COM-P faculty member/staff who is in a position to understand the context and address necessary action. The following positions should be considered as primary resources:
      i. Course* Directors
      ii. Associate Dean for Student Affairs
      iii. Professional Resource Office (student ombudsman)
      iv. Vice-Dean for Academic Affairs
      v. Director, Student Development
      vi. Students on away rotations should report to their course director at the site or to the above COM-P resources.
      vii. Professional Development Career Advisors
   b. If the student doesn’t feel comfortable reporting the mistreatment in person they can file an anonymous report via the professionalism-conduct reporting website (http://phoenixmed.arizona.edu/professionalism-conduct)
   c. Students can report any mistreatment in courses utilizing the post-course* survey. Results from all surveys are de-identified and aggregated to protect student identity when reporting the results.
d. Students may anonymously complete a comment card and place it in a box in the Student Lounge.

Anonymous reports will be taken seriously and will be investigated based on the following criteria:
- The source, specificity and nature of the information provided
- The seriousness of the alleged conduct
- The objectivity and credibility of the source of the report
- Whether other individuals can be identified who were privy to the alleged policy violation; and
- Whether such individuals are willing to pursue the matter.

Any report that involves unlawful discrimination or harassment covered under the Anti-harassment and Anti-discrimination policy will be referred to main campus for investigation and follow up.

Aggregated and de-identified data on reports of student mistreatment of medical students will be shared with the Curriculum Committee biannually for review and possible action. Patterns of mistreatment that may not be reportable/notable as a specific incident but constitute an overall pattern by an individual or course* environment will be addressed. Faculty identified as mistreating students will be expected to change their behavior in order to continue to participate in the University of Arizona College of Medicine - Phoenix medical education teaching. Faculty development and one on one mentoring will be available to those who need to improve their behavior. Faculty who persist with abusive behaviors will be removed from the teaching staff of the COM–P.

*Any component of the curriculum where a grade is earned.