

STUDENT MISTREATMENT AND ABUSE POLICY

1. The University Of Nebraska College Of Medicine fosters a campus community where people can work and learn with respect, dignity, and freedom from discrimination. Individuals deserve to be free from the threat or actuality of physical violence or verbal abuse. Especially intolerable in view of the University's commitment to respect for the person are offenses against persons because of their age, religion, ethnicity, physical disability, gender, or sexual orientation. Actions or expressions that may cause violent situations, create a clear and present danger of violent situations, or which represent a malicious or willful attempt to demean, degrade, or harass members of the University community or affiliated hospital settings are not tolerated. Such actions include, but are not limited to:
 - Physical attacks or acts of violence
 - Physical or verbal threats
 - Verbal harassment (unnecessary or avoidable acts or words of a derogatory nature)
 - Slurs
 - Degrading humor
 - Written materials such as epithets, graffiti, or other similar expressions
 - Public belittling or humiliation
 - Mandated performance of personal services outside of the educational environment (e.g. babysitting, shopping, etc.)
2. It is understood that pointing out during rounds, conferences, and the like, that a student has not adequately prepared for his/her assignments is not mistreatment unless done in an abusive manner or if such correction is disproportionately directed at specific individuals based on their race, ethnicity, gender, or other status.

Procedure

Persons who believe they are victims of such actions have multiple reporting options. These include:

1. Anonymous reporting through a Student Mistreatment form in OASIS (<https://oasis.unmc.edu/>).
2. Anonymous reporting through a web application (<https://mobile.unmc.edu/>).
3. Reporting directly to the Block or Clerkship Director, Coordinator, or any COM Faculty
4. Reporting to class officers
5. Reporting to Dr. David Carver, Director, UNMC Ombuds Program
6. Reporting to the Office of Admissions and Student Affairs to Dr. Wendy Grant, Associate Dean for Admissions and Student Affairs and/or Dr. Alan Erickson, Assistant Dean for Student Affairs
7. Reporting to Carmen Sirizzotti, Sexual Misconduct - Title IX Coordinator

All reports of mistreatment are thoroughly evaluated to affect a satisfactory remedy.

Contact information

1. Wendy Grant, MD (wgrant@unmc.edu) – 402-559-2259
2. Alan Erickson, MD (arerickson@unmc.edu) - 402-559-2259
3. David Carver, PhD (dcarver@unmc.edu) – 402-559-2491
4. Carmen Sirizzotti, MBA (csirizzotti@unmc.edu) - 402-559-2710 (Sexual Misconduct - Title IX Coordinator)

Confidentiality and Protection from Retaliation

All attempts are made to maintain confidentiality of the complainant to the greatest extent possible. Students are reminded that any complaint is handled promptly and can be reported anonymously. Appropriate action will be taken with the goal of protecting the student from harm or any type of retaliation. Likewise, personnel actions by the College against the perpetrator are confidential.

Process for investigation and follow-up

All reports of mistreatment are directed to the Associate Dean for Admissions and Student Affairs who investigates the incident or delegates responsibility to either the Assistant Dean for Student Affairs and/or the Associate Dean for Medical Education, depending on the nature of and type of the allegation. The investigating individual is tasked as serving as a neutral “third party” to reduce the possibility of retaliation by an involved faculty member, staff member, resident/fellow, health care professional, or student. All reports and investigations are treated as confidential. Involved parties (as possible) and the Associate Dean for Medical Education are informed of results of the investigation and subsequent actions.

Malicious Accusations by Students

Any complainant or witness found to have been dishonest or malicious in making the allegation of mistreatment will be subject to disciplinary action and the matter brought before the Student Evaluation Committee.

Education

It is the expectation that all faculty, fellows, residents, medical students, nurses and other healthcare personnel use positive teaching strategies and to create a positive learning environment for our students.

Implemented: August 2006

Revised: March 2015

Approved by the Curriculum Committee: March 24, 2015

Modified by OME: July 25, 2018 (staff names and phone numbers verified)

Modified by OME: May 12, 2020

Modified by OME: May 13, 2021

Modified by OME: June 11, 2021

Modified by OME: August 19, 2021