Title/Subj ect: COM Internal Student Mistreatment Policy

Applies to: ☑ faculty ☑ students ☑ staff ☐ Other - Click or tap here to enter text.

Policy/Process Statement: The College of Medicine (COM) is committed to providing a positive learning environment in which students can meet their academic goals based on mutual respect in the teacher/learner relationship. Both parties must be sensitive to the needs of others and differences in gender, race, sexual orientation, religion, age or disability. As outlined in the Learning Compact belittlement, intimidation and humiliation are unacceptable for effective learning and undermine self-esteem. Breaches involving student mistreatment may result in a COM faculty or staff member being sanctioned or the loss of appointment and/or employment. The COM internal policy for dealing with claims of student mistreatment is described here. This policy primarily addresses student mistreatment involving employed COM faculty. However, a student may experience mistreatment from COM staff, affiliate faculty, affiliate staff, residents, students, patients, or others. These instances will be discussed in Section V and VI.

Procedure: All reports of student mistreatment by faculty will be immediately directed to the Learning Environment Rapid Response Team (LERRT) who reviews for explicit wording or situations (categorical mistreatment).
assessment) aligned with the definition of student mistreatment and then promptly forwards to the Office of the Vice Dean of Faculty Affairs (VDFA) except: 1) those reported through the Texas A&M University TELL SOMEBODY program; 2) claims that violate University Rule 08.01.01.M1; and 3) staff, and student-to-student mistreatment (see section VI below). Upon receipt of a claim not violating University rules, or routed through avenues listed above from a student reporting mistreatment, the Vice Dean of Faculty Affairs (VDFA), in consultation with the Executive Associate Dean for Academic Affairs (EAD-AA) and the Executive Associate Dean for Student Affairs (EAD-SA), will review the claim. The VDFA, EAD-AA, and EAD-SA will appoint a representative to acknowledge receipt of complaint as well as general notification of finalization of the review or inquiry. In any claim alleging violation of civil rights under University Rule 08.01.01.M1, the claim shall be immediately reported to Civil Rights and Equity Investigations within Texas A&M University’s Office of Risk, Ethics, and Compliance. No further action shall take place under this mistreatment policy without coordination with Civil Rights and Equity Investigations as stated above.

Compliance: In accordance with Texas A&M University System Regulation 08.01.01 Civil Rights, Texas A&M employees must, and students should, report any allegation of illegal discrimination, harassment or retaliation, to the Department of Civil Rights and Equity Investigations at the Texas A&M University Office of Risk, Ethics, and Compliance immediately upon being notified of the allegation. Employees who do not report can be subject to discipline up to and including dismissal, as well as criminal charges from the State of Texas.

Resources and Tools:

- Definitions:
  - Inquiry Mistreatment Committee: in consultation with the EAD-AA and the EAD-SA, the VDFA appoints committee to conduct the inquiry into claim of alleged student mistreatment.
  - Complainant: individual who initiates the procedures described in this internal policy by reporting alleged mistreatment.
  - Inquiry: the assessment by the Inquiry Mistreatment Committee to determine whether a claim of mistreatment has substance. An inquiry may lead to different outcomes ranging from exoneration and dismissal of the claim, to the verification of the claim requiring corrective and/or punitive actions.
  - Mistreatment: either intentional or unintentional occurs when the behavior in the teacher/learner(s) relationship shows disrespect for the dignity of others as a result of inappropriate or abusive behavior on the part of the teacher that unreasonably interferes with the learning process. This behavior includes but is not limited to humiliation, belittlement, intimidation, psychological or physical punishment, and the use of grading and other forms of assessment in a punitive manner. If the

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behavior reported under this internal mistreatment policy contains allegations of illegal discrimination, harassment or retaliation, the College of Medicine will immediately refer the report to the Department of Civil Rights and Equity Investigations at the Texas A&M University Office of Risk, Ethics & Compliance for their handling and investigation under University Rule 08.01.01.M1.

- Related Policies, Processes, and Guidelines:
  - LCME standard 3.6
  - University Rules 08.01.01.M1; 12.01.99.M2; 12.99.99.M0.01

- Other –

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**Revision History:**

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