



# Elson S. Floyd College of Medicine

WASHINGTON STATE UNIVERSITY

Policy Title: Student Mistreatment

Policy Number: EC.03.01.170808

Applies to: WSU Elson S. Floyd College of Medicine Medical (MD) Students, Faculty and Staff

Date: 8 /10/2020

## 1.0 Policy Statement:

It is the Elson S. Floyd College of Medicine policy to ensure that the learning environment is free from ridicule, exploitation, sexual and other forms of harassment, physical harm and threats so that students can learn, conduct research and scholarly projects, and train for clinical care in a supportive environment that promotes learner well-being. The College of Medicine does not tolerate student mistreatment.

## 2.0 Definitions:

*AAMC* – *The Association of American Medical Colleges* is a non-profit association of 154 accredited US and 17 accredited Canadian medical schools.

*CRCI* – *Office of Civil Rights Compliance & Investigation* which is Washington State University's (WSU) central intake, referral and investigative office for matters that implicate [Executive Policy \(EP\)15](#), which prohibits discrimination, sexual harassment, and sexual misconduct, and will work with the College of Medicine if appropriate.

*Elson S. Floyd College of Medicine's Definition of Student Mistreatment:* Mistreatment, either intentional or unintentional, occurs when behavior shows disrespect for the dignity of others and unreasonably interferes with the learning process. Examples of mistreatment include: public belittlement or humiliation; verbal abuse (for example, speaking to or about a person in an intimidating or bullying manner); physical harm or the threat of physical harm; (explicit/implicit) requests to perform personal services; being subject to offensive sexist remarks, or being subjected to unwanted sexual advances (verbal or physical); retaliation or threats of retaliation against students; discrimination or harassment based on race, religion, ethnicity, sex, age, or sexual orientation; and the use of grading or other forms of assessment in a punitive or discriminatory manner.

The AAMC includes the non-exhaustive list below as examples of student mistreatment:

- Public humiliation
- Threats of physical harm
- Physical harm
- Bullying, intimidating, or coercive behavior
- Requirements to perform personal services
- Unwanted sexual advances
- Being asked to exchange sexual favors for grades or other rewards
- Denial of opportunities for training or rewards based on gender or gender identification

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- Offensive, sexist, racist, or homophobic remarks/names
- Racially or ethnically offensive remarks/names

## *WSU's Definition of Discrimination:*

WSU's definition of discrimination can be found in [Executive Policy \(EP\) 15](#) and includes discriminatory harassment, sexual harassment, and sexual misconduct that are prohibited on the basis of protected classes or characteristics listed in the executive policy.

*Microaggression* is a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a person or group.

### 3.0 Responsibility

Senior Associate Dean for Admissions and Student Affairs

### 4.0 Procedures

**Reporting of Student Mistreatment:** Student Mistreatment may be reported in several ways outlined below and may be done anonymously, though anonymous reports may be more difficult to investigate unless the reporter provides sufficient information and details about the conduct or incident being reported so it can be completely and thoroughly investigated. Perceived microaggressions by a fellow student(s), or a faculty, resident, administrator or staff is recognized by the College of Medicine as a form of student mistreatment and may be reported and managed in manners similar to other forms of mistreatment.

1. Any student mistreatment involving discrimination, sexual harassment, or sexual mistreatment must be reported to the Office of Civil Rights Compliance & Investigation (CRCI) in accordance with EP 15. Certain [WSU employees](#), including the Associate Dean for Clinical Campus (ADCE), a Dean of Student Affairs, and the Associate Dean for Accreditation, Assessment, and Evaluation (ADAAE), are required to promptly report all incidents of discrimination and discriminatory harassment directly to CRCI pursuant to [EP 15](#). Reports may be made at <https://crci.wsu.edu/file-a-complaint/>, by calling 509-335-8288, or by emailing [crci@wsu.edu](mailto:crci@wsu.edu).

Alleged mistreatment by a faculty, resident, administrator or staff member, or student should be reported directly to the Elson S. Floyd College of Medicine Office of Admissions and Student Affairs or the Office of Civil Rights Compliance & Investigation (CRCI) as described above. Individuals should review EP 15 for the details regarding making reports to CRCI including anonymous reporting and the limitations regarding the confidentiality of reports. A link is provided on the student's home page in [EFlo](#). The student may also report mistreatment to their assigned campus Associate Dean for Clinical Education (ADCE) or to the Office of Accreditation, Assessment and Evaluation. If a WSU resident is involved, the Associate Dean of Graduate Medical Education/Continuing Medical Education (ADGME/CME) will be notified.

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2. Reporting of student mistreatment may also be done via formal teacher and course evaluations. In all course or clerkship evaluations, students are asked if they have experienced mistreatment and are asked to describe the situation in as much detail as possible. The survey also captures the environment in which the mistreatment was experienced and how the student communicated the mistreatment (if they felt comfortable doing so). All teacher evaluations (large group, small group, and preceptors evaluations) have questions related to supportive learning environments. All data is monitored centrally with specific attention paid to any questions related to student mistreatment.
3. De-identified responses are reviewed by the ADCE's and Course Directors, and used as course benchmarks. The ADAAE and the ADCE's monitor instructors who receive concerning scores on mistreatment questions. These concerning scores are brought to the attention of the Associate Dean for Curriculum (ADC) and Chair of the Department of Medical Education and Clinical Sciences (DMECS) in order to provide feedback and take appropriate action, if necessary.
4. Lastly, a student may report a mistreatment incident to any Course or Clerkship Director, Clerkship Coordinators, any faculty mentor, or any staff member. Upon receiving a report of mistreatment, these individuals must forward the report to the Office of Accreditation, Assessment and Evaluation or directly to CRCI if it involves discrimination, sexual harassment, or sexual mistreatment.

**Student Mistreatment Incident Management:** See [student handbook](#)

## **Protection from Retaliation**

Retaliation in any form against an individual for engaging in protected activity such as filing a good faith complaint of discrimination and/or sexual harassment is a violation of University policy for all faculty, staff, and students. Appropriate action will be taken to protect covered individuals from harm or any type of retaliation. In the case of a student this may include removing them from the learning environment and re-assignment of assessment activities. Faculty, residents, administrators or staff members who have been accused of mistreatment are informed that retaliation is regarded as a violation of Washington State and University policies. Individuals who feel they are being retaliated against because of a mistreatment report should immediately speak with the appropriate investigative body such as CRCI or the Dean of Student Affairs where applicable.

## **Rights of the Accuser and Accused**

The accuser and accused will have rights to the following:

- a) due process, b) confidentiality to the extent permitted by EP 15 and WSU policy (please note there are limits to the confidentiality of such reports and related investigation materials), c) a fair, thorough and timely investigation and d) communication regarding the outcome of the complaint (in keeping with privacy policies).

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## 5.0 Related Policies:

- WSU Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct, [EP#15](#)
- WSU Policy on Faculty/Student and Supervisor/Subordinate Relationships [EP#28](#)
- WSU Workplace Violence Policy [BPPM 50.30](#)
- WSU Workplace Bullying and Harassment Policy [BPPM 50.31](#)
- WSU Standards of Conduct for Students [WAC 504-26](#)
- Washington Administrative Code against Retaliation [WAC 504-26-230](#)

## 6.0 Key Search Words

Student Mistreatment, retaliation, reporting mistreatment, rights of accuser and accused
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## 7.0 Revision History

Original Approval	Policy number	Review/Revision
5/16/2016	EQ.03.01.160516	8/8/2017
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		4/15/2020
		8/10/2020

**Responsible Office:** Office of Admissions and Student Affairs

**Policy Contact:** Senior Associate Dean for Admissions and Student Affairs

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