



MISTREATMENT POLICY FOR CNUCOM STUDENTS

PURPOSE

The purposes of this policy are:

1. To outline expectations of behaviors that promote a positive learning environment for CNUCOM medical students and other learners
2. To identify grievance procedures to address alleged violations

This policy offers a definition of these behavioral expectations through its Learning Environment Statement, provides examples of unacceptable treatment of medical students, and describes the procedures available to report incidents of mistreatment in a safe and effective manner.

POLICY STATEMENT

California Northstate University College of Medicine is committed to assuring a safe and supportive learning environment that reflects the institution's values of professionalism, respect for individual rights, appreciation of diversity and differences, altruism, compassion, and integrity. Mistreatment of medical students is prohibited.

This policy will be published in the Student and Faculty Handbooks, and will be available online. This policy will be shared with all students (new and continuing), all new residents and faculty teachers, and on an annual basis with all current instructors (e.g. residents, faculty, staff, nurses, administrators).

EXAMPLES OF MISTREATMENT

Students should use this Policy against medical student mistreatment to address discriminatory, unfair, arbitrary or capricious treatment by faculty or staff. CNUCOM defines mistreatment as behavior that is inconsistent with the values of the university and that unreasonably interferes with the learning process. When assessing behavior that might represent mistreatment, students are expected to consider the conditions, circumstances, and environment surrounding such behavior. Examples of discriminatory, unfair, arbitrary or capricious treatment include, but are not limited to:

- Verbally abusing, belittling, humiliating or bullying a student
- Intentionally singling out a student for arbitrary treatment that could be perceived as punitive rather than corrective

- Unwarranted exclusion from reasonable learning opportunities
- Assignment of duties as punishment rather than education
- Pressuring students to exceed established restrictions on work hours
- Exploitation of students in any manner, e.g. performing personal errands
- Directing students to perform an unreasonable number of “routine hospital procedures” (i.e. “scut” work) on patients not assigned to them or where performing them interferes with a student’s attendance at educational activities, e.g. rounds, classes
- Pressuring a student to perform medical procedures for which the student is insufficiently trained (i.e. putting a student in a role that compromises the care of patients)
- Threatening a lower or failing grade/evaluation to a student for inappropriate reasons
- Committing an act of physical abuse or violence of any kind, e.g. throwing objects, aggressive violation of personal space
- Making unwelcome sexual comments, jokes, or taunting remarks about a person’s protected status

REPORTING CONCERNS OF POSSIBLE MISTREATMENT

Medical students who themselves experience or observe other students experiencing possible mistreatment are encouraged to discuss it with someone in a position to understand the context and address necessary action. The individual considering making a report of mistreatment should first, if possible, attempt to resolve the matter directly with the alleged offender.

Medical Students may also choose to pursue claims of unlawful discrimination or harassment in compliance with the University’s Anti-Discrimination Statement:

“California Northstate University College of Medicine (CNUCOM) is committed to cultivating a diverse community that recognizes and values inherent worth in individuals, fosters mutual respect, and encourages individual growth. The College believes that diversity enhances and enriches the quality of our academic program. CNUCOM provides equal opportunity in education and employment and does not discriminate on the basis of race, color, creed, religion, national origin, ethnicity, gender, age, sexual orientation, political affiliation, veteran status, or disability.”

Suggested options for medical students include:

1. **DISCUSS** it with their College Master, the Assistant or Associate Dean of Student Affairs or the clerkship/course director(s).
2. **REPORT** it utilizing one of the options below:
 - File a formal report with the Vice President for Institutional Effectiveness and Assessment.
 - Submit an anonymous report via the College of Medicine website at <https://californianorthstateuniversity.formstack.com/forms/anonymousreportcnu>

Medical Students requesting complete anonymity should be made aware that doing so may interfere with the university's ability to investigate the concern and their ability to receive information about the follow-up investigation.

RESPONDING TO CONCERNS OF MISTREATMENT

Every effort is made to respond to concerns of mistreatment in a professional manner to minimize the risk of retaliation. The Assistant or Associate Dean of Student Affairs, Admissions and Outreach, and/or the Associate Dean of Faculty Affairs and Development will be provided with written notice of reported mistreatment of Medical Students (corresponding with the date indicated on the report), and conduct an initial inquiry into the circumstances. The Vice President for Institutional Effectiveness and Assessment will engage the appropriate process channels for implementing notice to the offending party, and for investigation and implementation of potential corrective action.

Aggregate and de-identified data on reports of mistreatment of Medical Students will be shared with the Curriculum Committee and the President's Executive Council at least quarterly.

NO RETALIATION

CNUCOM does not tolerate retaliation against individuals who report hateful, dishonest, illegal, unethical, unprofessional, or otherwise inappropriate acts that constitute student mistreatment. Individuals who believe they are experiencing retaliation are strongly encouraged to contact the Vice President for Institutional Effectiveness and Assessment. Alleged retaliation will be subject to investigation and may result in disciplinary action up to and including termination or expulsion.

OFFICE OF RESPONSIBILITY: CNUCOM Office of Admissions, Student Affairs & Outreach.

REVIEW: This policy will be reviewed every 3 years or more often as needed. Originally approved by the Student Promotions Committee October 2015 DATE.

REVIEW 1: October 2015 by Student Promotions Committee

REVIEW 2: March 2016 by Student Promotions Committee

REVIEW 3: July 2016 by Student Promotions Committee