University of Minnesota Medical School
Policy on Student Mistreatment

Mistreatment in the Learning Environment

The University of Minnesota Medical School and Medical School are committed to maintaining an environment where there is mutual respect between student, teacher, and between peers. Behavior that is abusive or mistreats students or others in the learning environment is prohibited. Examples of inappropriate behaviors are:

• Physical punishment or physical threats;
• Sexual Harassment;
• Discrimination based on race, color, creed, religion, national origin, gender, sex, age, marital status, disability, public assistance status, veteran's status, or sexual orientation;
• Repeated episodes of psychological punishment of a student by a particular superior (e.g., public humiliation, threats and intimidation, removal of privileges);
• Grading used to punish a student rather than evaluate objective performance;
• Assigning tasks for punishment rather than to evaluate objective performance;
• Requiring the performance of personal services;
• Taking credit for another's work;
• Intentional neglect or intentional lack of communication.

Resources for Counseling, Advice and Informal Resolution

Concerns, problems, questions, and complaints may be discussed without fear of retaliation, with anyone in a supervisory position within the medical school community including a faculty member, lab director, course director, residency training director, division chief, department head, dean or director. The assistance provided may include counseling, coaching or direction to other resources at the medical schools. Students are encouraged to report possible sexual, racial, or ethnic discrimination, including harassment, to the Office of Equal Opportunity and Affirmative Action.

Process for Handling Allegations of Mistreatment

Prior to filing a formal complaint, the individual may attempt to resolve the matter directly with the alleged offender. Violations of this policy fall within the scope of the Board of Regents Student Academic Grievance Policy, which provides mechanisms for both informal and formal resolution of complaints. Any complaint alleging discrimination in the University/student relationship, other than sexual harassment, may be filed either under the Student Academic Grievance Policy or with the Office of Equal Opportunity and Affirmative Action, but not both. In addition, actions can be taken under the Student Conduct Code against students committing harassment or other violations of the conduct code. Allegations of sexual assault are handled under the University Policy on Sexual Assault/Relationship Violence.