



UW SMPH Policy Title	Student Mistreatment Policy
UW SMPH Policy Number	80.05
UW SMPH Management Sponsor	<input checked="" type="checkbox"/> Academic Affairs <input type="checkbox"/> Basic Research, Biotechnology and Graduate Studies <input type="checkbox"/> Clinical and Translational Research <input type="checkbox"/> Operations/Administration
Policy Contact Unit	Office of Student Services

I. Purpose

The purpose of this policy is to articulate UW SMPH’s zero-tolerance stance on the mistreatment of students, to delineate reporting procedures, to articulate the institutional response to reports of mistreatment, and to ensure that mistreatment reporters experience no retaliation.

II. Definitions

Mistreatment: In accordance with the American Association of Medical Colleges, UW SMPH defines mistreatment as:

- Public belittlement or humiliation
- Threats of physical harm or actual physical punishment
- Requirements to perform personal services (e.g., shopping)
- Being subjected to unwanted sexual advances
- Being asked for sexual favors in exchange for desired grades
- Being denied opportunities for training because of gender, race, ethnicity, or sexual orientation, physical ability, or age
- Being subjected to offensive remarks based on gender, race, ethnicity or sexual orientation
- Receiving low grades or negative evaluations because of gender, race, ethnicity, or sexual orientation

Retaliation: Adverse action taken against an individual in response to, motivated by, or in connection with an individual’s complaint of mistreatment, participation in an investigation of such complaint and/or opposition of mistreatment in the educational or workplace setting

Student Mistreatment Triage Committee: A committee comprised of four, dean-appointed members holding senior leadership positions at UW SMPH; this committee triages reports of student mistreatment

and ensures that reports are thoroughly investigated and resolved in a fair and timely fashion by the appropriate party; this committee also documents incident resolution information and informs the incident reporters of outcomes when appropriate

III. Policy

1. UW SMPH prioritizes a safe, supportive, and professional learning environment, and as a result does not tolerate mistreatment of its students, by any individual, at any UW SMPH educational or training site.
2. Anyone who witnesses or experiences student mistreatment at a UW SMPH educational or training site is strongly encouraged to report it.
3. All UW SMPH faculty and staff who witness student mistreatment at UW SMPH educational and training sites are required to report it.
4. No individual who in good faith reports or complains of mistreatment, or provides information relevant to a mistreatment investigation or proceeding may be subjected to retaliation.
5. False claims of mistreatment or unprofessionalism will not be tolerated. A person will be held accountable for making a frivolous or malicious complaint of harassment. Colleagues who on good faith assist others in raising a complaint of harassment by offering advice, moral support, or giving testimony or documentary evidence in support of a complaint of harassment are protected.
6. To report a mistreatment incident, individuals may use any of the following resources:
 - a. The UW SMPH online reporting form, which allows the reporter to remain anonymous if so desired: www.med.wisc.edu/studentmistreatment
 - b. Any of the following UW SMPH personnel:
 - Assistant Dean for Students
 - UW SMPH Human Resources Manager
 - Program Director for appropriate health professional program
 - Any member of the Office of Student Services for appropriate program
 - Any member of the Office of Multicultural Affairs
 - Any course director
 - Any course instructor
 - Any course administrator
 - The UW SMPH ombudsperson
 - Any member of the Student Mistreatment Triage Committee
 - c. Any of the following UW-Madison personnel:
 - UW-Madison Bias and Hate Incident Reporting
 - Office of Compliance
 - Title IX Coordinator
 - Dean of Students Office

7. In addition to the reporting resources above, mistreatment incidents concerning UW SMPH Doctor of Medicine program students may also be reported using the following resources:
 - Director of Student Services
 - Any member of the Office of Medical Education
 - Any of the MD House Mentors
8. Upon receiving a report of student mistreatment, the above personnel are required to complete the UW SMPH online reporting form if a report has not yet been submitted. Personnel submitting a report via the online form shall respect the wishes of any student to remain anonymous.
9. Reports entered into the online reporting form will be automatically uploaded into a database that the Student Mistreatment Triage Committee will use for tracking and quality improvement.
10. The Student Mistreatment Triage Committee will investigate reports of mistreatment and ensure that incidents of mistreatment are addressed in a manner that is timely and fair to the concerned parties.
11. The Student Mistreatment Triage Committee will document incident resolution information and inform incident reporters of outcomes when appropriate.
12. All students (new and continuing), resident teachers, faculty teachers, and SMPH administrative staff will receive training on identifying and reporting mistreatment on an annual basis.

Links to Related Procedures

UW SMPH Mistreatment of Students Web Page:

www.med.wisc.edu/studentmistreatment

UW SMPH Student Mistreatment Reporting Form

<http://www.med.wisc.edu/reportmistreatment>

References

UWS Regent Policies Section 14

<https://www.wisconsin.edu/regents/policies/section/discrimination/>

Responsible Unit and Contact title	SMPH Academic Affairs
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