

Policy Name: 3.06.1 Student Mistreatment Policy

It is the University of Texas at Tyler School of Medicine (UT Tyler SOM) 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 to acquire clinical skills in a caring and supportive environment that promotes learner well-being. The UT Tyler SOM does not tolerate student mistreatment.

Learning is best cultivated in an environment of mutual trust, respect, and acceptance between teachers and learners, regardless of role or hierarchy. Teachers and learners at the SOM are expected to exhibit professional behaviors and attitudes, including respect for others and a commitment to excellence as part of the learning environment.

Medical educators have a duty to model the knowledge, skills, attitudes, and beliefs required to preserve the medical profession's social commitment to its patients and the community. Furthermore, faculty are obligated to evaluate students' work fairly and honestly, without discrimination based on race, color, gender, sex, sexual orientation, pregnancy, genetic information, gender identity, gender expression, religion, national origin, age, disability, citizenship, and veteran status.

Policy:

Teachers must convey and model a standard of conduct conducive to a learning environment of mutual respect and trust. Teachers must not engage in any act of mistreatment (defined below) in any form. Medical students shall have recourse to address any possible mistreatment and to have the matter investigated by appropriate persons; mistreatment concerns can be submitted via [this link](#). In general, actions taken in good faith and done in a respectful and constructive manner to assess or develop knowledge/skill, and/or to correct unacceptable performance/behavior are not considered mistreatment. Spirited discussion and conflict of ideas are integral to an academic environment of openness; this includes asking and answering questions to stimulate critical thinking and draw out ideas and underlying assumptions.

Note that not every behavior or action to which the student responds with stress or emotional discomfort is considered mistreatment. Students are encouraged to seek clarification/consider all parameters (e.g., personal reaction, reaction of teacher/staff) when they are unsure whether an experience constitutes as mistreatment. The UT Tyler SOM supports students in submitting any concerns of mistreatment for review via the mistreatment concern flowchart at the end of this policy; this will ensure that any concerns are reviewed and addressed using the appropriate mechanisms, which may include investigation as mistreatment or discussions with students and/or faculty about specific situations that may not fully constitute mistreatment but warrant attention.

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Definitions:

Medical Student: For purposes of this policy, the term “Medical Student” shall include any person enrolled in a course of the UT Tyler SOM. This includes visiting students.

Mistreatment: Mistreatment, either intentional or unintentional, occurs when behavior shows disrespect for the dignity of others and unreasonably interferes with the learning process.

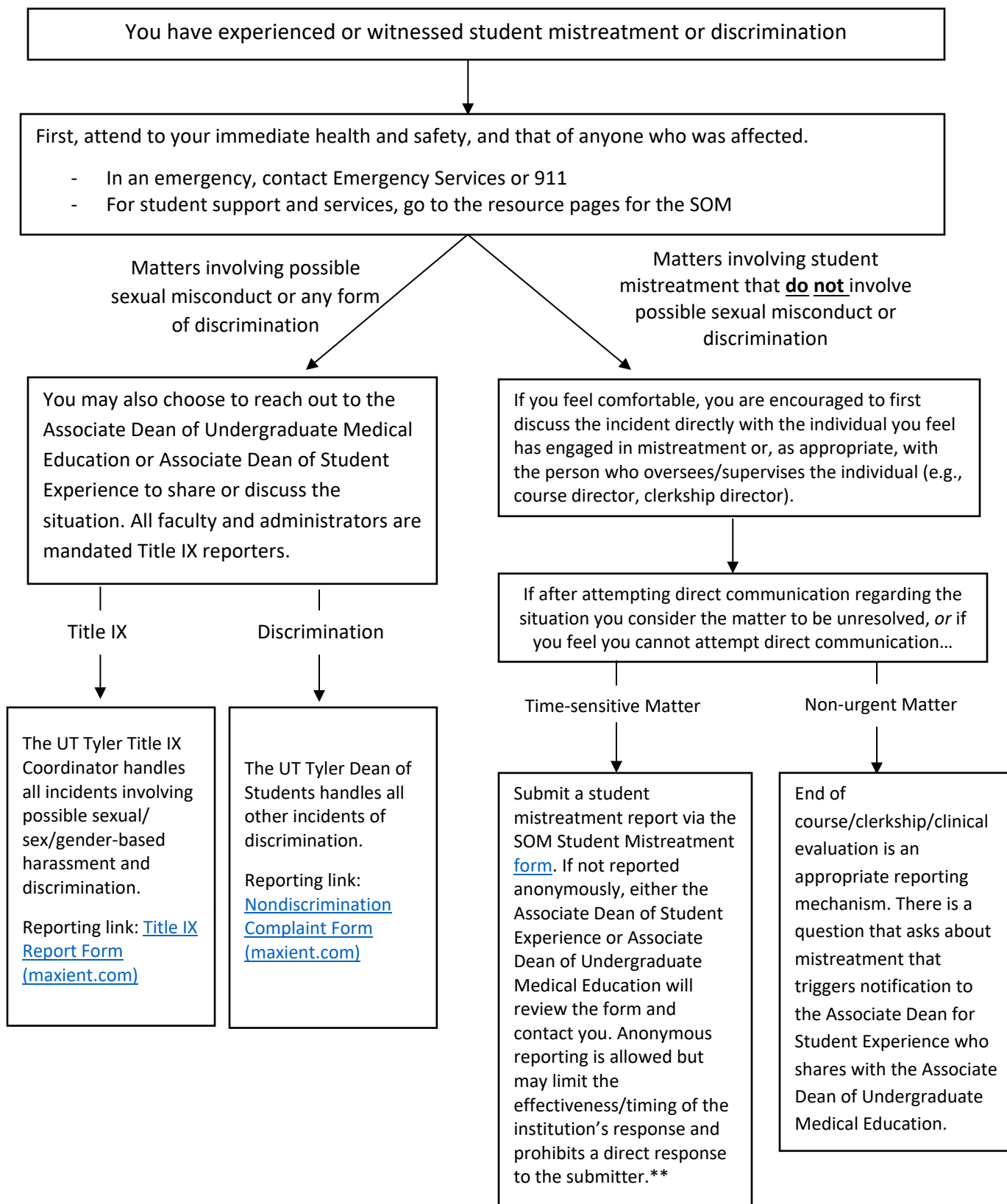
The AAMC includes the non-exhaustive list below as examples of student mistreatment:

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

Teacher: For purposes of this policy, Teacher shall include individuals, such as resident physicians, fellows, full-time and volunteer faculty members, clinical preceptors, nurses, and ancillary support staff, who have a role that involves observation, supervision, evaluation, or teaching medical student(s).

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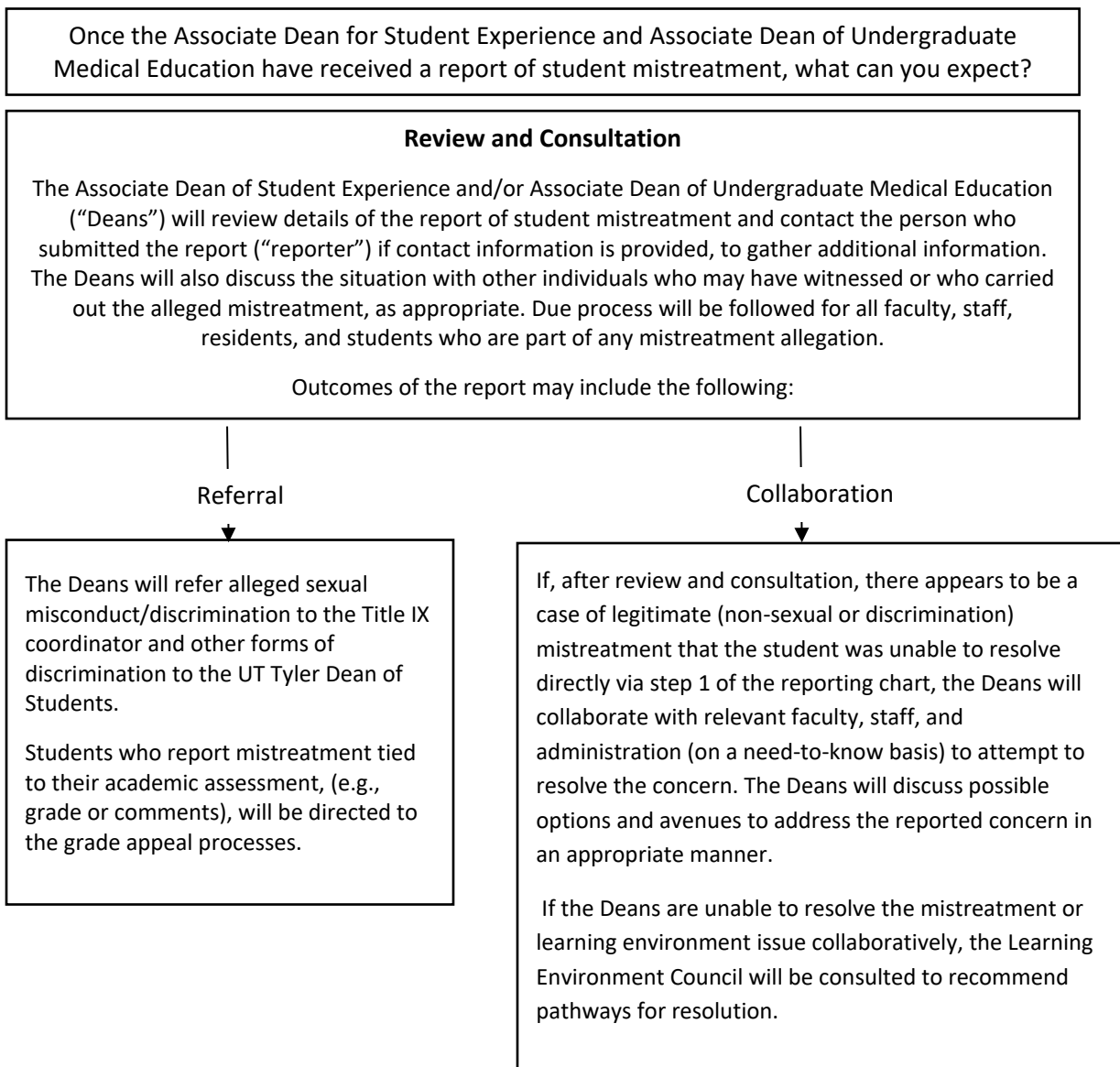
Reporting Medical Student Mistreatment and Discrimination



**If the mistreatment allegation is based on behaviors by the Associate Dean of Student Experience or Associate Dean of Undergraduate Medical Education, the matter will be directed to the Dean of the School of Medicine. Reporters can choose to utilize the mistreatment reporting form or email the Dean directly.

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RESPONDING TO MEDICAL STUDENT MISTREATMENT REPORT*



Retaliation against any individual who reports possible mistreatment or discrimination will not be tolerated (Policy 3-06-3).

*Instances of sexual misconduct/discrimination are investigated and handled by The University of Texas at Tyler Title IX office. Instances of discrimination are handled by The University of Texas at Tyler Dean of Students office.

Note about communication to the reporter: The UT Tyler SOM will not be able to communicate resolutions to individuals who submitted concerns anonymously. In some cases, the resolutions may not be shared with individuals submitting concerns if it is determined that sharing the information might jeopardize the safety or well being of those involved. If you submit a form and are worried because you have not received communication about its resolution, please contact the Associate Dean of Student Experience and/or Associate Dean of Undergraduate Medical Education (“Deans”).

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