



## POLICY

**Number: 417**

**Area: MD Program Education**

**Title: Medical Student Mistreatment (See also Policy 416: Guidelines for the Teacher-Learner Relationship)**

This policy defines the policy and procedure for reporting student mistreatment. It applies to OU students and visiting students. The definition of mistreatment may be found in Policy 416: Guidelines for the Teacher-Learner Relationship.

Issues related to violations of the University's Sexual Misconduct, Discrimination and Harassment Policy (Appendix H), Consensual Sexual Relations (Appendix I), or related to the Non-Discrimination Policy (Appendix J) are specifically addressed in the Health Sciences Center Faculty Handbook and are to be reported to the University Institutional Equity Office, Room 113 of the Service Center Building, 405-271-2110. Although such issues could constitute mistreatment, they are governed by the aforementioned policies and explicitly excluded from this policy.

### 1. Education

Disseminate the document: Guidelines for the Teacher-Learner Relationship.....

- to students
- to faculty members
- to residents

Disseminate the expectation that Course Directors will inform students of their right to report perceived mistreatment as a part of the orientation of students to their rotations. Course Directors will be encouraged to actively and regularly solicit feedback from students on the nature of the educational environment they experience.

Disseminate to all students, Course Directors, and Department Chairs the reporting and evaluation processes which are available to students if mistreatment is perceived.

### 2. Evaluation and Reporting of Perceived Mistreatment

As "adult learners" medical students are encouraged to address perceived breaches of the principles of the ideal teacher-learner relationship directly to involved parties. If satisfactory resolution is achieved, no further steps are required.

The affected student, or a witness to student mistreatment, has the option to take his/her issue to the Student Ombudsperson. This is an individual selected annually by the Medical Student Council on each campus to serve as a "peer" contact for reporting breaches of the

ideal teacher-learner relationship. These individuals may be contacted by sending an email to: [COM-STU-OMBUDS@OUHSC.edu](mailto:COM-STU-OMBUDS@OUHSC.edu).

The Ombudsperson will hear the concern(s) of the student and consult with the Associate Dean for Student Affairs for the applicable campus. The identity of the reporting student will remain anonymous. The Ombudsperson will relay any suggestions for evaluation or resolution between the reporting student and the Associate Dean. However, should it be necessary to involve the accused party(ies) directly in either the investigation or plans for redress, the identity of the student will need to be revealed, and the Associate Dean may contact the reporting student directly. The Ombudsperson will provide a written summary (names of the principals withheld) to the Associate Dean for Student Affairs for the applicable campus.

Affected students, or witnesses to student mistreatment, may also choose to contact the Associate Dean for Student Affairs directly. Information will be gathered initially from the affected student, and others will be consulted as necessary. Records of all such contacts will be maintained in the Dean's office and used to determine the need for additional preventive educational efforts. Information will be fed back to the Chairman of the involved Department as well as to Course Directors or Residency Directors of the involved parties as necessary.

If the matter cannot be satisfactorily resolved, or if the concern(s) involve the Associate Dean for Student Affairs, any party may refer the matter to the Dean of the College of Medicine or the Dean of the School of Community Medicine, as applicable. Each involved party will provide a written statement to the Dean. The Dean shall review statements, may request input from others as necessary, and will reach a decision regarding the merits of the complaint. The Dean, in concert with the supervisor of the involved parties, will determine what, if any, educational, disciplinary, or other corrective action should be taken.

Allegations of mistreatment shall be made and investigated without fear of retaliation. Retaliation against any participant in this process is considered a violation of this policy and is subject to the aforementioned process.

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