



Title/Subject: COM Internal Student Mistreatment Policy

Applies to: faculty students staff Other - Click or tap here to enter text.

Policy System Process/Procedure Guideline/Standard Position Description

● **Introduction**

- **Historical/Contextual Overview:** *The internal policy process outlined below addresses student mistreatment involving COM faculty. A working group consisting of (a) Executive Dean for Education and Academic Programs, (b) Vice Dean of Faculty Affairs, (c) Executive Associate Dean for Academic Affairs, (d) Executive Associate Dean for Student Affairs, (e) Associate Dean of Diversity and Inclusion (consultant), and (f) Director of the Learning Environment updated the 2012 version to account for the LEEP, TAMU policies, preserving appeals process, and creation of the Inquiry Mistreatment Committee. This working group initiated review in late fall of 2018 with a working draft for the first vetting by the Office of Medical Education in April 2019. This internal policy was converted into a TrainTraQ module (#2113949) and distributed to all COM personnel initially in September 2019.*
- **Reason for Policy/Process:** *To explicate a process for identifying and managing internal allegations of student mistreatment. The COM is committed to providing a positive learning environment in which students can meet their academic goals based on mutual respect in the teacher/learner relationship. All parties must be sensitive to the needs of others and differences in gender, race, sexual orientation, religion, age or disability. As outlined in the Learning Compact belittlement, intimidation and humiliation are unacceptable for effective learning and undermine self-esteem. Breaches involving student mistreatment may result in a COM faculty or staff member being sanctioned or the loss of appointment and/or employment.*
- **Scope:** *COM faculty, staff, and students. Affiliate faculty, staff, and students.*

Policy/Process Statement: *The College of Medicine (COM) is committed to providing a positive learning environment in which students can meet their academic goals based on mutual respect in the teacher/learner relationship. Both parties must be sensitive to the needs of others and differences in gender, race, sexual orientation, religion, age or disability. As outlined in the Learning Compact belittlement, intimidation and humiliation are unacceptable for effective learning and undermine self-esteem. Breaches involving student mistreatment may result in a COM faculty or staff member being sanctioned or the loss of appointment and/or employment. The COM internal policy for dealing with claims of student mistreatment is described here. This policy primarily addresses student mistreatment involving employed COM faculty. However, a student may experience mistreatment from COM staff, affiliate faculty, affiliate staff, residents, students, patients, or others. These instances will be discussed in Section V and VI.*

- **Procedure:** *All reports of student mistreatment by faculty will be immediately directed to the Learning Environment Rapid Response Team (LERRT) who reviews for explicit wording or situations (categorical*

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assessment) aligned with the definition of student mistreatment and then promptly forwards to the Office of the Vice Dean of Faculty Affairs (VDFA) except: 1) those reported through the Texas A&M University TELL SOMEBODY program; 2) claims that violate University Rule 08.01.01.M1; and 3) staff, and student-to-student mistreatment (see section VI below). Upon receipt of a claim not violating University rules, or routed through avenues listed above from a student reporting mistreatment, the Vice Dean of Faculty Affairs (VDFA), in consultation with the Executive Associate Dean for Academic Affairs (EAD-AA) and the Executive Associate Dean for Student Affairs (EAD-SA), will review the claim. The VDFA, EAD-AA, and EAD-SA will appoint a representative to acknowledge receipt of complaint as well as general notification of finalization of the review or inquiry. In any claim alleging violation of civil rights under University Rule 08.01.01.M1, the claim shall be immediately reported to Civil Rights and Equity Investigations within Texas A&M University’s Office of Risk, Ethics, and Compliance. No further action shall take place under this mistreatment policy without coordination with Civil Rights and Equity Investigations as stated above.

- **Compliance:** In accordance with Texas A&M University System Regulation 08.01.01 Civil Rights, Texas A&M employees must, and students should, report any allegation of illegal discrimination, harassment or retaliation, to the Department of Civil Rights and Equity Investigations at the Texas A&M University Office of Risk, Ethics, and Compliance **immediately** upon being notified of the allegation. Employees who do not report can be subject to discipline up to and including dismissal, as well as criminal charges from the State of Texas.

- **Resources and Tools:**

- Definitions:

Inquiry

Mistreatment

Committee:

in consultation with the EAD-AA and the EAD-SA, the VDFA appoints committee to conduct the inquiry into claim of alleged student mistreatment.

Complainant:

individual who initiates the procedures described in this internal policy by reporting alleged mistreatment.

Inquiry:

the assessment by the Inquiry Mistreatment Committee to determine whether a claim of mistreatment has substance. An inquiry may lead to different outcomes ranging from exoneration and dismissal of the claim, to the verification of the claim requiring corrective and/or punitive actions.

Mistreatment:

either intentional or unintentional occurs when the behavior in the teacher/learner(s) relationship shows disrespect for the dignity of others as a result of inappropriate or abusive behavior on the part of the teacher that unreasonably interferes with the learning process. This behavior includes but is not limited to humiliation, belittlement, intimidation, psychological or physical punishment, and the use of grading and other forms of assessment in a punitive manner. If the

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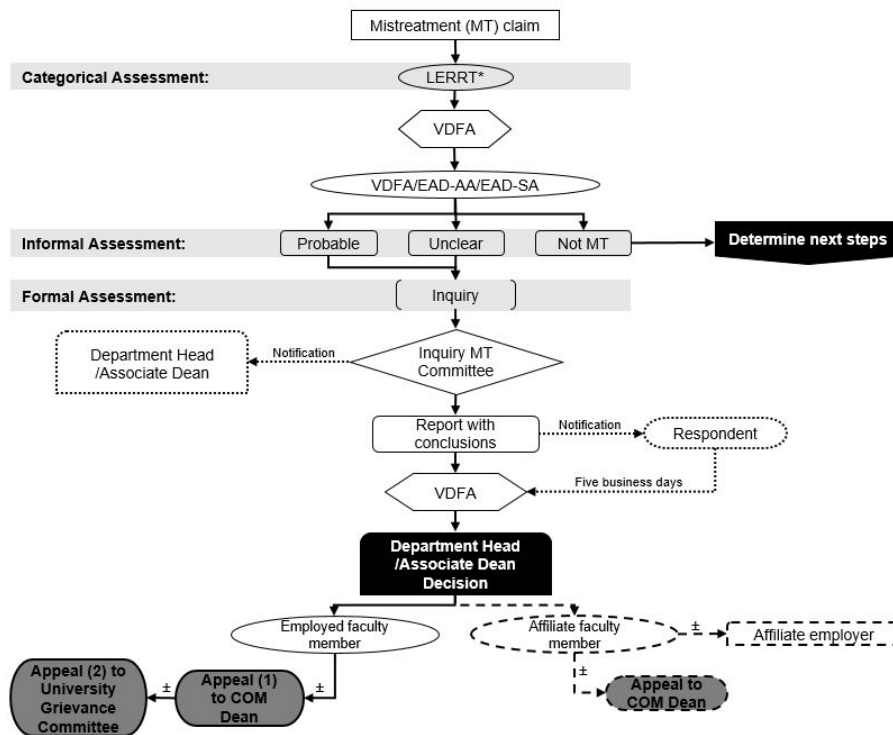
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behavior reported under this internal mistreatment policy contains allegations of illegal discrimination, harassment or retaliation, the College of Medicine will immediately refer the report to the Department of Civil Rights and Equity Investigations at the Texas A&M University Office of Risk, Ethics & Compliance for their handling and investigation under University Rule 08.01.01.M1.

- Related Policies, Processes, and Guidelines:
 - LCME standard 3.6
 - University Rules 08.01.01.M1; 12.01.99.M2; 12.99.99.M0.01

- Other –



● **Revision History:**

Date of Change	Authority	Summary of Changes	Document Location
04/23/19	OME	Update	COM Student Handbook
04/25/19	COM Department Heads	Update	COM Student Handbook
05/02/19	COM Faculty Advisory Committee	Update	COM Student Handbook
05/20/19	COM Campus Deans	Update	COM Student Handbook
05/21/19	COM Curriculum Committee	Update	COM Student Handbook
06/05/19	COM Executive Committee	Update	COM Student Handbook

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06/11/19	TAMU General Counsel	Update	COM Student Handbook
06/18/19	TAMHSC Compliance and Risk Management	Update	COM Student Handbook
06/18/19	TAMU Dean of Faculties	Update	COM Student Handbook
06/18/19	TAMU HR and Organizational Effectiveness	Update	COM Student Handbook
06/18/19	TAMU Office of Risk, Ethics, and Compliance	Update	COM Student Handbook
06/26/19	COM Working Group	Update	COM Student Handbook
07/08/19	Vice Dean of Faculty Affairs	Update	COM Student Handbook
08/07/19	COM Executive Committee	Update	COM Student Handbook
08/07/19	TAMHSC General Counsel	Update	COM Student Handbook
08/15/19	COM Faculty Advisory Committee	Update	COM Student Handbook

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