

Summary of Medical Student Mistreatment Policies

Fall 2004

Allegations of medical student mistreatment may be handled through policies and procedures of the University of North Carolina at Chapel Hill, the University of North Carolina School of Medicine or the University of North Carolina Health Care System. The manner in which the allegation of mistreatment is investigated is determined by the category of mistreatment and by the alleged perpetrator of mistreatment. Student with questions regarding mistreatment policies may contact the Associate Dean for Student Affairs, the Educational Resources Coordinator, the Assistant Dean for Admissions, Chief Mentors, Class Advocates, the School of Medicine Student Attorney General, Class Officers or Counseling and Psychological Services (CAPS). The UNC-CH, UNC SOM and the UNC Health Care System recognize the following categories of mistreatment:

• **Categories of mistreatment**

- Sexual harassment
- Racial discrimination
- Discrimination based on sexual orientation
- Discrimination based on gender
- Discrimination based on disability
- General mistreatment (belittlement, humiliation, etc.)

Perpetrators of mistreatment may include the following:

• **Categories of alleged perpetrators of mistreatment**

- Students
- Physicians-in-training (housestaff)
 - interns, residents, fellows
- Hospital employees
- University employees
 - faculty, administrators, staff, student employees
- Allegations of mistreatment (in any category) against a student should be referred to the SOM Student Attorney General and should be investigated according to the policies set forth in the *Instrument of Judicial Governance* <http://instrument.unc.edu/>. The only exception to this rule is under circumstances where a student is involved in an alleged act

of mistreatment while serving as a University employee (see below). If the allegation of mistreatment does not constitute an offense under the *Instrument of Judicial Governance*, the Student Attorney General consults with the associate dean for student affairs to determine if the allegation represents a violation of the SOM Technical Standards in which case it would be referred to the Student Promotions Committee. If the allegation of mistreatment does not constitute an offense under the *Instrument of Judicial Governance* or represent a violation of the SOM Technical Standards, then it may be addressed by the *Appropriate Treatment of Medical Students Policy* (see below).

- Allegations of mistreatment (in any category) involving physicians-in-training (interns, residents, fellows) should be referred to the Office of Graduate Medical Education 966-1072, 1st Floor West Wing 1107-A, North Carolina Memorial Hospital.
- Allegations of mistreatment (in any category) against hospital employees (nurses, technologists, ward clerks and other members of the hospital staff other than physicians-in-training) should be referred to the Office of Employee and Management Services 966-3489 and handled according to the policies described in the *UNC Health Care Human Resources Policies and Procedures Manual*
<http://www.med.unc.edu/hospshr/intranet/ch1/policy98.htm>.
- Allegations of sexual harassment against a University employee (faculty, administrator, staff, student employee) are handled according to the policies referenced below:
 - *UNC-CH Student Grievance Procedure*
(<http://deanofstudents.unc.edu/policies/sub.policies.grievance.html>) (See Section III, Appendix 9)
 - *The Sexual Harassment Policy and Procedures of the University of North Carolina at Chapel Hill* <http://www.ais.unc.edu/hr/spaman/appendices/app-02C.htm> (See Section III, Appendix 10) and
 - *UNC-CH Guidelines for Handling Concerns Related to the Board of Governor's Policy Concerning Improper Relationships Between Students and Employees*
<http://www.ais.unc.edu/hr/spaman/appendices/app-02F.htm>; (See Section III, Appendix 11).
- Allegations of racial discrimination against a University employee (faculty, administrators, staff, student employee) are handled according to the policies referenced below:
 - *UNC-CH Student Grievance Procedure*
(<http://deanofstudents.unc.edu/policies/sub.policies.grievance.html>)
 - *The Racial Harassment Policy and Procedures of the University of North Carolina at Chapel Hill* <http://www.unc.edu/campus/policies/racial.html> (See Section III, Appendix 12).
- Allegations of discrimination, based on sexual orientation, against a University employee (faculty, administrator, staff, student employee) are handled according to the policies referenced below:

- *UNC-CH Student Grievance Procedure*
(<http://deanofstudents.unc.edu/policies/sub.policies.grievance.html>)
 - *UNC-CH Policy on Sexual Orientation*
(<http://www.ais.unc.edu/hr/spaman/appendices/app-02D.htm>). (See Section III, Appendix 13).
- Allegations of discrimination, based on gender, against a University employee (faculty, administrator, staff, student employee) are handled according to the policies referenced below:
 - *UNC-CH Student Grievance Procedure*
(<http://deanofstudents.unc.edu/policies/sub.policies.grievance.html>)
 - Federal Law - Title IX of the Education Amendments of 1972
- Allegations of discrimination, based on disability, against a University employee (faculty, administrator, staff, student employee) are handled according to the policies referenced below:
 - *UNC-CH Student Grievance Procedure*
(<http://deanofstudents.unc.edu/policies/sub.policies.grievance.html>)
 - Federal Law - Federal Law – Section 504 of the Rehabilitation Act of 1973
- Allegations of general mistreatment not covered under the policies described above, against a University employee (faculty, administrator, staff, student employee) should be handled according to the *Appropriate Treatment of Medical Students Policy*
(http://www.med.unc.edu/curriculum/Administration/policy/Appropriate_treatment.pdf).