INTRODUCTION AND PURPOSE:

Chicago Medical School at Rosalind Franklin University (RFU) is dedicated to preventing mistreatment of learners (medical students, residents and fellows) by preclinical and clinical teachers, staff and administrators in the academic learning environment. The policy supports an educational environment for learners in which teaching and learning, evaluation and feedback occur in a sincere, appropriate and constructive manner. The purpose of this policy is to provide definitions and procedures for learners to report mistreatment against them or mistreatment that learners observe against other learners by preclinical and clinical teachers, staff and administrators. This policy also informs learners what happens to their reports of mistreatment.

CANCELLATION:

The learner mistreatment policy of Chicago Medical School follows the existing mistreatment policy of Rosalind Franklin University

SCOPE AND APPLICABILITY:

This policy applies to all faculty, staff and learners of Chicago Medical School.

POLICY STATEMENTS:

Learners have a right to learn in an environment free from harassment. As part of Rosalind Franklin University, CMS will not tolerate learner mistreatment. A core principle of Rosalind Franklin University is the education of learners who will meet the health care needs of society in a caring, competent and professional manner. A profession based on the ideals of service to others should be sensitive to the humanity of its practitioners, especially during training. Insensitivity during training runs counter to the fundamental tenets of health care and impairs the ability of many learners to maintain their idealism, caring and compassion past training into their careers. This affects the quality of patient care as well as collegial relationships.
TITLE: Learner Mistreatment Policy

No person will be subjected to retaliation, retribution, or reprisal for making a good faith report of, seeking guidance regarding or participating in the investigation or resolution of a potential, known or suspected violation of any provision in this policy.

DEFINITIONS:

The Association of American Medical Colleges (AAMC) defines mistreatment as follows: “Mistreatment arises when behavior shows disrespect for the dignity of others and unreasonably interferes with the learning process.” It can take the form of physical punishment, sexual harassment, psychological cruelty, and discrimination based on race, religion, ethnicity, sex, physical disability, age, gender identity or sexual orientation. The AAMC lists the following behaviors as mistreatment on the Graduation Questionnaire: publicly humiliated, required to perform personal services, physically harmed or threatened with physical harm, subjected to unwanted sexual advances, asked to exchange sexual favors for grades or other rewards, denied opportunities for training or rewards based solely on race, religion, ethnicity, sex, physical disability, age, gender identity or sexual orientation, received lower evaluations or grades solely because of gender, race or ethnicity or sexual orientation and subjected to offensive remarks because of gender, race or ethnicity, or sexual orientation.

PROCEDURES:

1) Procedure for Reporting Learner Mistreatment Based on Discrimination

All discrimination complaints involving learners are addressed by the Associate Vice President for Diversity and Inclusion (AVPDI) in compliance with the following University Policies: Equal Opportunity (Non-discrimination) and Title IX Policy Against Sex Discrimination and can be reported directly to (847) 578-3205 or file a Report at https://s3.amazonaws.com/rfums-bigtree/files/resources/title-ix-incident-report-form.pdf. As an alternative, reports may be made to the Office of Compliance directly or through Ethics Point, Inc. at http://rosalindfranklin.ethicspoint.com or 800-254-0460.

Any person seeking guidance or who becomes aware of any potential, known or suspected violation of this policy may seek guidance from any of the contacts listed in this policy to ensure effective management of the concern. Reporting suspected mistreatment based on discrimination, investigation and resolution should be referred to the AVPDI.

2) Procedure for Reporting Non-Discrimination Based Learner Mistreatment Complaints

There are four ways a CMS learner can report mistreatment.

a) Learners with complaints of mistreatment are encouraged to complete and submit the new online Learner Mistreatment Complaint Reporting Form at https://rosalindfranklin.co1.qualtrics.com/SE/?SID=SV_1laMzekWuyKYQ61. Submissions
of the form may be anonymous. The advantage of using the form as a primary method for reporting mistreatment is that the form provides privacy and a uniform approach to collecting mistreatment data from learners.

b) Learners may report mistreatment in their learning environment to any of their faculty, learning community mentors and course/clerkship directors, any of the assistant and associate deans who are expected to inform the Senior Associate Dean for Academic Learning Environment (ALE) for additional preliminary investigation.

c) Learners evaluate teachers with whom they have worked through the University online evaluation platforms, D2L for first and second year surveys and Qualtrics for third and fourth year surveys. Learners can use these surveys to provide feedback regarding mistreatment by teachers.

d) As an alternative, reports may be made to the Office of Compliance directly or through Ethics Point, Inc. at http://rosalindfranklin.ethicspoint.com or 800-254-0460).

3) Procedure for Investigating Non-Discrimination Based Learner Mistreatment Complaints

After preliminary investigation of a complaint of mistreatment, the Senior Associate Dean for ALE may refer a non-discrimination based learner mistreatment complaint to the CMS Director of Faculty Affairs. The procedures for investigating a non-discrimination based student mistreatment is stated in the CMS Faculty Professionalism policy.

4) Protection from Retaliation: Retaliation in any form is a violation of the RFU Code of Conduct. Appropriate action will be taken to protect the learner from harm or any type of retaliation. Faculty, residents, staff and administrators who have been accused of mistreatment will be informed that retaliation is regarded as a violation of University Policy and will be managed as a form of mistreatment.

5) Rights of the Accuser and Accused: The accuser and accused will have rights to the following: a) due process, b) confidentiality c) a fair, thorough and timely investigation and d) communication regarding the outcome of the complaint (in keeping with privacy policies).

POINTS OF CONTACT:

Senior Associate Dean for Academic Learning Environment Senior Associate Dean for Student Affairs and Education
Associate Dean for Graduate Medical Education and Continuing Medical Education Assistant Dean for Educational Research and Student Learning Director of Faculty Affairs RFU Associate Vice President for Diversity and Inclusion and Title IX Coordinator RFU Compliance Counsel Executive Director of the Department of Human Resources CMS Clinical Affiliates
REFERENCES AND RELATED POLICIES:

CMS Faculty Professionalism Policy 2019-20 CMS Catalog
RFU Employee Handbook
RFU Student Handbook - Equal Opportunity Policy (Non-discrimination Policy) RFU Student Handbook - Title IX Policy Against Sex Discrimination University-wide Reporting Systems Policy
AAMC Uniform Clinical Training Affiliation Agreement - Exhibit A: Teacher-Learner Expectations LCME Standard 3.6
Learner Mistreatment Reports Flow Chart