

SAA 001 - LCME 3.6 Policy to Address Medical Student Mistreatment

Policy Type: Academic

Responsible Office: Student Affairs &
Admissions

Responsible for Oversight: Student Affairs &
Admissions

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Training Required: No

LCME Required: Yes

Approved by:



Alison Netski, MD, Interim Dean

Date: July 7, 2025

Definitions

Mistreatment: Student mistreatment, either intentional or unintentional, occurs when behavior shows disrespect for the student's dignity and unreasonably interferes with their learning process.

Mistreatment behaviors: Mistreatment can take many forms. Examples include, but are not limited to:

- Intentional public humiliation or intentional embarrassment
- Threatening with physical harm or subjecting a student to physical harm, which could include intentional physical contact such as pushing, shoving, slapping, hitting, tripping, throwing objects at, or aggressive violation of personal space.
- Performing personal services
- Unwanted sexual advances
- An exchange of sexual favors for grades or other rewards
- Denied opportunities for training based on race or ethnicity
- Being subjected to racially or ethnically insensitive remarks
- Receiving lower evaluations or grades solely due to race or ethnicity rather than performance
- Being denied opportunities for training based on sexual orientation
- Being subjected to offensive remarks related to sexual orientation
- Being subjected to negative or offensive behaviors based on personal beliefs or characteristics other than gender, race/ethnicity or sexual orientation.

Behaviors which are not Mistreatment

- Providing constructive criticism aimed at improving the student's clinical skills, knowledge, or professionalism.
- Expecting students to be punctual, prepared, and professional.
- Enforcing dress codes or hygiene standards appropriate for clinical settings.
- Correcting inappropriate behavior or communication in a professional manner
- Addressing breaches of patient confidentiality or professionalism
- Expecting students to take on challenging cases or work in high-stress environments as part of their training.
- Asking students challenging questions to assess their understanding.

Retaliation: A negative or harmful action taken against an individual in response to a perceived harm or injustice. Retaliatory acts against a learner may include, but are not limited to, giving unfair grades or evaluations, restricting the learner from participating in educational activities, acting in a threatening or intimidating manner, or making false accusations against the learner.

Learning Environment: A medical school learning environment refers to the educational and institutional context in which medical students acquire the knowledge, skills, and experiences necessary to become physicians.

Teacher: Any person employed by or volunteering on behalf of the school of medicine who is engaged in educational activities with one or more learners.

Learner: For the purpose of this policy, learners are medical students enrolled in the MD program or visiting medical students participating on rotations hosted by the Kirk Kerkorian School of Medicine at UNLV.

Statement of Purpose

The purpose of this policy is to comply with all relevant rules, regulations and laws governing student mistreatment, sexual harassment, and anti-discrimination, including LCME Standard 3.6: A medical school develops effective written policies that define mistreatment, has effective mechanisms in place for a prompt response to any complaints, and supports educational activities aimed at preventing mistreatment. Mechanisms for reporting mistreatment are understood by medical students, including visiting medical students, and ensure that any violations can be registered and investigated without fear of retaliation.

Entities Affected by This Policy

This policy applies to all Kirk Kerkorian School of Medicine (“SOM”) students, staff, and administration.

Required Acknowledgement

This policy is posted in the appropriate catalog(s), handbook, and/or syllabi, and accessible for student and faculty reference.

Policy

Student Mistreatment:

The Kirk Kerkorian School of Medicine at UNLV (“SOM”) places a high value on a student - centered learning environment which is characterized by respect, collaboration, and cooperation. This environment is also free of inappropriate conduct within the teacher - learner relationship that constitutes mistreatment. Students are able to report violations of this behavioral standard and receive swift administrative action. Moreover, students will not be subject to retaliation for reporting incidents of mistreatment. The SOM encourages anyone with knowledge of mistreatment to report alleged violations of this policy, per reporting processes described in the Procedures for Reporting Mistreatment.

The SOM enforces all [anti-discrimination policies and processes](#). Anyone who has knowledge of discrimination on campus is encouraged to report this to the Office of Equal Employment and Title IX. For confidential support in matters of sexual violence, relationship/family violence, or stalking, contact the [Care Center](#) at [702-895-0602](tel:702-895-0602).

The SOM requires all employees and learners to undergo annual training about sexual misconduct. Anyone who has knowledge of behaviors which violate [sexual harassment policies](#), is encouraged to report this to the Office of Equal Employment and Title IX or the [School of Medicine Office of Compliance](#).

All other reports of student mistreatment should be submitted via email to the:

- dean for student affairs and career services
- vice dean for academic affairs and education

The process of reporting a student mistreatment violation is as follows:

- The complaint must be in writing and dated.
- To the extent possible, the complaint must contain the date, time, location, and name(s) of person(s) involved in the potential violation.
- The complaint must describe the incident in as much detail as possible.
- The complaint should include the name(s) of any individual who may have witnessed the potential violation.

Student mistreatment reports may be submitted anonymously, however, it may be difficult to fully investigate and address an anonymous report of possible student mistreatment.

Students can also report an incident of student mistreatment confidentially via the online [Report of Student Mistreatment](#) form.

Professionalism:

All members of the Kirk Kerkorian School of Medicine at UNLV are encouraged to promote a professional learning environment and to advocate for medical professionalism. Student mistreatment is a violation of the Code of Professional Conduct and should be reported when witnessed.

The SOM has established a reporting system that allows members of the learning community to report suspected professional misconduct or to recognize and commend exemplary professional behavior. The reporting system can be accessed at:

- [Exemplary Professionalism](#)
- [Professionalism Concern](#)

Administrative Responsibility - Student Mistreatment

It is the shared responsibility of the faculty and administration to create and maintain an appropriate learning environment. The dean for student affairs and career services and the vice dean for academic affairs and education are responsible for receiving and managing reports of student mistreatment, for maintaining a database of incidents, for monitoring and addressing trends, and for preparing aggregate reports for the dean of the SOM and other institutional leaders and committees.

When a report of student mistreatment is submitted, the dean for student affairs and career services and/or the vice dean for academic affairs and education will review the report, take immediate action to protect the learner (if necessary), and will engage the appropriate departments, offices or individuals based on the person of concern. Incident reports may be referred to the Dean of the SOM, the Office of Faculty Affairs, the Office of Human Resources, the Office of Graduate Medical Education, the person of concern's line manager (e.g. division chief or department chair), and/or other individuals or offices as deemed appropriate.

Retaliation

The SOM has a zero-tolerance policy for retaliation. If a complainant experiences retaliation in any form, they should report it immediately to the dean for student affairs and career services and/or the vice dean for academic affairs and education for immediate attention and swift administrative action.

Summative Reporting of Mistreatment Incidents

The dean for student affairs and career services will provide an annual report each December to the dean of the school of medicine and the Curriculum Oversight Committee on incidents and resolution of mistreatment reports from students.

Review of Policy

This policy shall be reviewed annually by the Curriculum Oversight Committee.

Related Documents

Respectful Learning Environment Policy

Contacts

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