Policy on Student Mistreatment (MD)

I. Purpose

This Policy is intended to protect all students at Albert Einstein College of Medicine ("Einstein") from mistreatment and abuse.

II. Scope

This Policy applies to all Einstein faculty, staff, researchers, and students.

III. Policy

The medical learning environment is expected to facilitate students’ acquisition of the professional and collegial attitudes necessary for effective and compassionate health care. The development of these attitudes is based on the presence of mutual respect between teacher and learner.

Einstein is committed to maintaining a safe and supportive academic environment that is free of all mistreatment, including intimidation, disrespect, belittlement, humiliation, and abuse. Einstein has therefore adopted a policy of zero tolerance with respect to student mistreatment. The policy is intended to protect students and discipline and/or take other appropriate action against those responsible.

Incidents of mistreatment should be reported using the Mistreatment Reporting form at http://www.einstein.yu.edu/education/student-affairs/mistreatment-reporting-form/.

IV. Definitions

In general, student mistreatment is defined as any instance in which a student is treated badly or abused in any way. This includes the perpetrator’s abuse of power by asking the student to do things beyond the scope of the medical student’s role.

Examples of abuse include, but are not limited to:

- Public belittling or humiliation (feeling dehumanized, disrespected or undignified, being shouted at, cursed or ridiculed)
- Threat of harm or being physically abused
- Being asked to perform services unrelated to education or patient care (shopping, etc.)
- Sexual mistreatment (sexual advances, sexist remarks)
- Offensive remarks based on one’s gender, racial, ethnic, religious identity or sexual orientation
• Having grades lowered solely on the basis of gender, racial, ethnic, religious identity or sexual orientation
• Threat of grading and other forms of assessment as a reward or punishment for inappropriate requests.

V. Effective Date

Effective as of: 12 September 2018

VI. Policy Management and Responsibilities

The Responsible Office under this Policy is the Office of the Student Affairs. The Responsible Executive for this Policy is Einstein’s Executive Dean. The Responsible Officer under this Policy is Einstein’s Associate Dean for Student Affairs.

VII. Approved (or Revised)

[Signature] 10/11/2018

Responsible Executive  Date