



Policy Title
Student Mistreatment

Identifier
UofSCSOMG – STAF – 6.01

Prepared by: Office for Student Affairs	
Reviewed by: Associate Dean for Student Affairs	Review Date: 04/19/2021
Approved by: UofSCSOMG Policy Committee	Approval Date: 04/27/2021
	Effective Date: 05/03/2021

LCME Standards

- 3.6 – Student Mistreatment
- 10.6 – Content of Informational Materials

Scope

University of South Carolina (UofSC) School of Medicine Greenville students, faculty, residents, staff and visiting students

Policy Statement

The educational program at UofSC School of Medicine Greenville has been developed to support and encourage the collegiality and professionalism essential to an effective learning environment. The primary objective of the mistreatment policy is to ensure that students who believe that they have been punitively assessed, harassed or mistreated because of race, ethnicity, religion, creed, sex, gender identity, national origin, age, disability, sexual orientation or veteran status have their concerns promptly addressed in a fair and just manner.

Reason for Policy

To provide UofSC School of Medicine students, faculty, residents, and staff with clarity on the student mistreatment policy and reporting procedures.

Definitions

Mistreatment can be defined in eight general domains:

- Public belittlement or humiliation
- Threats of physical harm or actual physical punishment
- Requirements to perform personal services,
- Being subjected to unwanted sexual advances
- Being asked for sexual favors in exchange for grades
- Being denied opportunities for training based on race, ethnicity, religion, creed, sex, gender identity,

national origin, age, disability, sexual orientation, pregnancy, childbirth or related medical condition or veteran status.

- Being subjected to offensive remarks/name based on race, ethnicity, religion, creed, sex, gender identity, national origin, age, disability, sexual orientation, pregnancy, childbirth or related medical condition or veteran status.
- Receiving lower grades or evaluation based on race, ethnicity, religion, creed, sex, gender identity, national origin, age, disability, sexual orientation, pregnancy, childbirth or related medical condition or veteran status.

Procedures

Students who feel they have been mistreated by students, faculty, residents, or staff are encouraged to report the incident. There are several mechanisms by which mistreatment may be reported.

- **Ombudsperson** – Contact the ombudsperson for the UofSC School of Medicine Greenville by phone (864-455-3754) to leave a secure and confidential message for a follow-up appointment; email is not recommended. The ombudsman is empowered to receive and investigate reports of mistreatment in a confidential manner and to mediate if requested between the parties involved. In the event mediation is not successful, the ombudsperson will make recommendations, with the student's consent, directly to the Associate Dean for Student Affairs regarding appropriate resolution of any complaints.
- **[Learning Environment Concern Form \(including Mistreatment\)](#)** – An online mistreatment report form. Although forms may be submitted anonymously, the reporter is encouraged to self-identify in order to facilitate appropriate follow-up. This form is received and reviewed by the associate dean for student affairs and the manager of student affairs. The matter is then referred to the appropriate School administrative office or personnel for additional investigation. If the submitter has identified themselves, they will receive notice of the outcome of the evaluation of their report. If the form was filed anonymously, no notification of the outcome is possible;
- **Health System Compliance Hotline** – Students may confidentially or anonymously report concerns regarding the clinical training environment at the partner health system. A caller may remain anonymous but should self-identify as a UofSC School of Medicine Greenville student to ensure that the reported incident is forwarded to Office for Student Affairs. The Compliance Hotline is operated by an independent outside firm to further protect anonymity. To reach the Compliance Hotline, call 1-888-243-3611 (English) or 1-800-297-8592 (Spanish). Callers should keep the case number and PIN number provided by the operator.
- **A formal report to the UofSC School of Medicine Greenville administration** – Meeting with a member of the School's administration, including assistant or associate deans in the Offices for Academic Affairs, Student Affairs, Admissions, or the Director of Multicultural Affairs. Upon meeting with a member of administration, a mistreatment report form is completed for tracking purposes;
- **Faculty and resident evaluations** distributed to students at the end of each module and clerkship. These evaluations are confidential, but not anonymous.
 - Clerkship faculty and resident evaluations are reviewed by the clerkship director, program director, director for clerkship and post clerkship curriculum, vice chair of academics and chair for each department, and the associate dean for curriculum
 - Pre-clerkship faculty evaluations are reviewed by the director for pre-clerkship curriculum, chair of biomedical science, and the associate dean for curriculum
 - IPM faculty evaluations are reviewed by the director of IPM, department chair, and the associate dean for curriculum.

Non-retaliation

It is a violation of University of South Carolina policy for any person to retaliate, intimidate or take reprisals against a person who files a complaint, testifies, assists or participates in any manner in the investigation/resolution of a complaint of unlawful discrimination or harassment. Appropriate

sanctions/disciplinary actions shall be taken against any person who is found to have violated this policy.

Sanctions

Disciplinary action, up to and including dismissal/termination of the student, staff or faculty member responsible for the mistreatment.

Additional Contacts

Ombudsperson
Director of Multicultural Affairs
Office for Student Affairs
Office for Academic Affairs

Related Information

[UofSC School of Medicine Greenville Student Handbook](#)
[UofSCSOMG – HR–1.00 Equal Opportunity and Anti-discrimination Policy](#)

History

Date of Change	Change
April 2022	Updated link to Mistreatment online form, formal approval not required.
April 2021	Clarified definition of mistreatment, updated methods of reporting incidences to include faculty/resident evaluations.
June 2020	Added language on non-retaliation based on feedback from LCME Self Study process
July 2019	Clarified definition of mistreatment. Editorial changes made due to branding updates and titles.
June 2018	Policy formalized into standardized template, LCME CQI