**Student Mistreatment and Other Unacceptable Behaviors**

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**Contact Office:**
Assistant Dean for Medical Education
Office of Educational Affairs
School of Medicine
PO Box 800005
Charlottesville, VA 22908-0005
Phone: 434-243-2522

**Oversight Executive:**
Senior Associate Dean for Education
Office of Educational Affairs
School of Medicine
PO Box 800005
Charlottesville, VA 22908-0005
Phone: 434-243-2522

**Applies to:**
School of Medicine faculty, staff, and students.

**Reason for this policy:**
A core value of the University of Virginia School of Medicine is a respectful, cooperative, safe, and professional learning environment for students in the School of Medicine and affiliated educational, laboratory, and clinical settings. This policy states the expectation of such an environment.

**Policy Statement:**
All faculty and staff must adhere to the School of Medicine Code of Conduct. The environment in which students learn must be free from mistreatment and other unacceptable behaviors that may be used adversely to control, influence, or affect the well-being of any student; exhibiting such behaviors conflicts with the mission and values of the School of Medicine. Allegations and complaints of the occurrence of these behaviors will be quickly and fully investigated and, if the allegations are founded, appropriate disciplinary or other actions will be initiated. The terms “mistreatment” and “unacceptable behaviors” include but are not limited to:
• threatening or abusive language, profanity or language that is perceived by students to be demeaning, berating, rude, loud or offensive, publicly belittling or humiliating, and/or

• actual or threatened inappropriate physical or sexual contact, and/or

• other forms of behavior that are perceived as intimidation or physical or sexual harassment by students, and/or

• behaviors perceived by a student to be a pattern of disruptive behavior or interaction that could interfere with teaching, learning or adversely impact the quality of care rendered to any patient, and/or

• bias, defined as a threat or act of harassment or intimidation – verbal, written or physical – which is personally directed against or targets a student because of that student’s race, age, color, disability, national or ethnic origin, political affiliation, religion, sex (including pregnancy), sexual orientation, gender identity or expression, marital status, veteran status, or family medical or genetic information.

Related Policy:

Revision history: Implemented July 1, 2012, revised 8/21/15, revised 8/10/17, revised 2/12/20

Approved 2/12/2020 by
David S. Wilkes, MD
Dean