

1                   **Student Mistreatment and Other Unacceptable Behaviors**

2  
3     Date: February 12, 2020                   Number: 4.200                   Status: Final

4  
5     **Contact Office:**

6     Assistant Dean for Medical Education  
7     Office of Educational Affairs  
8     School of Medicine  
9     PO Box 800005  
10    Charlottesville, VA 22908-0005  
11    Phone: 434-243-2522

12  
13    **Oversight Executive:**

14    Senior Associate Dean for Education  
15    Office of Educational Affairs  
16    School of Medicine  
17    PO Box 800005  
18    Charlottesville, VA 22908-0005  
19    Phone: 434-243-2522

20  
21    **Applies to:**

22    School of Medicine faculty, staff, and students.

23  
24    **Reason for this policy:**

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

29  
30    **Policy Statement:**

31    All faculty and staff must adhere to the School of Medicine Code of  
32    Conduct. The environment in which students learn must be free from  
33    mistreatment and other unacceptable behaviors that may be used  
34    adversely to control, influence, or affect the well-being of any student;  
35    exhibiting such behaviors conflicts with the mission and values of the  
36    School of Medicine. Allegations and complaints of the occurrence of these  
37    behaviors will be quickly and fully investigated and, if the allegations are  
38    founded, appropriate disciplinary or other actions will be initiated. The  
39    terms “mistreatment” and “unacceptable behaviors” include but are not  
40    limited to:

- 42
- 43
- 44
- 45
- 46
- 47
- 48
- 49
- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59
- 60
- 61
- 62
- 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.

63 **Related Policy:**

64 School of Medicine Code of Conduct [https://med.virginia.edu/school-](https://med.virginia.edu/school-administration/wpcontent/uploads/sites/304/2015/11/Code-of-Conduct.pdf)  
65 [administration/wpcontent/uploads/sites/304/2015/11/Code-of-Conduct.pdf](https://med.virginia.edu/school-administration/wpcontent/uploads/sites/304/2015/11/Code-of-Conduct.pdf)

66

67 **Revision history:** Implemented July 1, 2012, revised 8/21/15, revised  
68 8/10/7, revised 2/12/20

69

70 **Approved 2/12/2020 by**

71 David S. Wilkes, MD

72 Dean