

### **What is mistreatment?**

Per the AAMC, mistreatment, either intentional or unintentional, occurs when behavior shows disrespect for the dignity of others and unreasonably interferes with the learning process

Mistreatment includes but is not limited to:

- Public belittlement or humiliation.
- Physical harm or the threat of physical harm.
- Request to perform personal services
- Being subjected to offensive, sexist remarks, or being subjected to unwanted sexual advances (physical or verbal).
- Being denied opportunities for training or rewards, or receiving lower evaluations or grades based solely on gender, race, ethnicity or sexual orientation
- Being subjected to racially or ethnically offensive remarks
- Being subjected to offensive remarks about one's sexual orientation.
- Verbal or emotional harassment through neglect or creating a hostile environment.
- Inappropriate comments about a student's appearance
- Use of foul language.
- Retaliation or threats of retaliation against any student who in good faith reports mistreatment or unprofessional behavior

### **What is the process of responding to allegations of mistreatment?**

The process for responding to allegations of mistreatment includes both formal and informal procedures which allow for resolution of complaints and any form of mistreatment. The informal measures include but are not limited to mediation with or by the ombudsperson or direct discussion and involvement of module, course, or clerkship directors. Formal measures lead to forming of a Conflict Resolution Council and should be undertaken only after all attempts by the respective parties to reach a resolution through informal means have failed. The details describing the Conflict Resolution Council can be found in the Student Handbook.

### **How to report mistreatment?**

The USA College of Medicine provides physicians in training the educational environment wherein they may raise and resolve issues without fear of intimidation or retaliation. Depending on the level of comfort of the physician in training, there are a variety of reporting options, all of which strive for confidentiality, which must be practiced within the confines of both personal and patient safety. Below is a listing of reporting options with a brief description:

**Ombudsperson** – The ombudspersons are chosen from the College of Medicine faculty and are available at the following sites: USA College of Medicine, University Hospital, and Children’s and Women’s Hospital. Any student may contact an ombudsperson voluntarily in an effort to counsel and identify options for resolutions of concerns.

Maintenance of confidentiality will be strived for unless there is an imminent threat of serious harm or the individual has given consent to reveal his or her identity. The ombudsperson may, with the assistance of others, facilitate informal mediation of the dispute. However, if the situation proceeds to a formal complaint, the ombudsperson may assist in the investigation and confidentiality may be suspended.

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Jon Simmons, M.D. - jdsimmons@health.southalabama.edu - 251-471-7971

**Offices of Medical Education and Student Affairs** – These offices are located on campus in the Medical Science Building as well as in the Mastin Building at the University Hospital. Doctors Hundley and Roveda are available to provide advice, support, and guidance to all students.

Kelly Roveda, M.D., Associate Dean of Student Affairs  
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**Module and Clerkship Directors** – The contact information for these individuals is provided on Canvas and at the beginning of the module/clerkship. Additionally, concerns can be anonymously reported in the student evaluations.

**Title IX Coordinator or Deputy Coordinator** – If a student feels that he or she has been subjected to sexual harassment or discrimination, he or she should contact either the University Title IX Coordinator, whose information can be found on the [Title IX link](#) at the bottom of the University of South Alabama homepage, or the College of Medicine Deputy Title IX Coordinator, Franklin Trimm, M.D.

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University Title IX Coordinator link  
<http://www.southalabama.edu/departments/studentaffairs/titlenine/index.html>