

Reporting lapses of professionalism

The University of Maryland School of Medicine is committed to maintaining an environment where there is mutual respect between student, teacher, and amongst peers. Each member of this academic community is entitled to respect and should treat all others, regardless of status, respectfully and courteously. Professional relations should be characterized by civility. It is expected that authority will not be abused. Abuse or misuse of authority, even if unintentional, may compromise or damage other members of the community.

More specifically, it is expected that all members of this academic community will treat each other with respect and dignity, no matter what station, degree, race, age, sexual orientation, religion, gender, disability and/or disease, and that they will:

- Treat patients, families, colleagues, other health professionals, students, and teachers with the same degree of respect and dignity they would expect for themselves.
- Not use offensive language when interacting with any others in the community.
- Not harass others physically, verbally, psychologically, or sexually.
- Not abuse one's power or position for sexual and/or romantic ends.
- Not discriminate on the basis of sex, religion, race, disability, age, or sexual orientation.
- Treat all physicians, other health professionals, students, and other trainees as professionals in a professional manner

When lapses occur, it affects the entire learning environment. Students are encouraged to report these events when they experience or witness them. There are numerous avenues to report them:

- Speak to a trusted faculty member (OSA/OME dean, House mentor, course or clerkship director, or any other faculty member)
- Utilize class leadership
- Report through the Learning Environment Survey (<https://forms.office.com/r/7hjC3z4dQB> or on MedScope). This can be anonymous, or the student can provide contact information if they would like to provide more details. The more details provided in the report, the better. The LES also allows students to delay action if preferred as well as providing a field to report exemplary educators to better support them.
- If rotating at UMMC, students may report through UMMSafe located on Epic
- Use the UMB Hotline: <https://www.umaryland.edu/umbhotline/>

After being received, reports are reviewed by a committee of faculty members and decisions are informed by the seriousness of complaints or patterns of behavior. Aggregate reports about mistreatment are presented semi-annually at the Curriculum Coordinating Committee.

Retaliation for reporting of an allegation of student mistreatment on the part of any person in a teaching role may be grounds for investigation by the School or the Medical Center as a possible violation of these standards.