

Policy on Student Mistreatment (MD)

I. Purpose

This Policy is intended to protect all students at Albert Einstein College of Medicine (“Einstein”) from mistreatment and abuse.

II. Scope

This Policy applies to all Einstein faculty, staff, researchers, and students.

III. Policy

The medical learning environment is expected to facilitate students’ acquisition of the professional and collegial attitudes necessary for effective and compassionate health care. The development of these attitudes is based on the presence of mutual respect between teacher and learner.

Einstein is committed to maintaining a safe and supportive academic environment that is free of all mistreatment, including intimidation, disrespect, belittlement, humiliation, and abuse. Einstein has therefore adopted a policy of zero tolerance with respect to student mistreatment. The Policy is intended to protect students and discipline and/or take other appropriate action against those responsible.

Incidents of discrimination or harassment (including abuse or assault) based on race, religion, color, creed, age, national origin or ancestry, sex, marital status, sexual orientation, gender identity and expression, physical or mental disability, veteran or disabled veteran status, military status, pregnancy status, genetic predisposition/carrier status, citizenship status, familial status, domestic violence victim status, criminal conviction, or any other personal characteristic protected under applicable federal, state or local law, are not covered by this Policy, but instead are governed by Einstein’s Non-Discrimination and Gender-Based Misconduct Policy and Complaint Procedures for Students and should be reported according to that policy . Other Incidents of mistreatment should be reported pursuant to this Policy using the [Mistreatment Reporting Form](#).

IV. Definitions

In general, student mistreatment is defined as any instance in which a student is treated badly or abused in any way. This includes the perpetrator’s abuse of power by asking the student to do things beyond the scope of the medical student’s role.

Examples of abuse include, but are not limited to:

- Public belittling or humiliation (feeling dehumanized, disrespected or undignified, being shouted at, cursed or ridiculed)

- Threat of harm or being physically abused
- Being asked to perform services unrelated to education or patient care (shopping, etc.)
- Threat of grading or other form of assessment as a reward or punishment for inappropriate requests

Note: Any discriminatory behavior or sexual mistreatment or misconduct must be reported pursuant to [Einstein’s Title IX Gender-Based Misconduct, Discrimination and Harassment Policy and Complaint Procedures for Students](#).

V. Effective Date

Effective as of: 16 July 2019

VI. Policy Management and Responsibilities

The Responsible Office under this Policy is the Office of the Student Affairs. The Responsible Executive for this Policy is Einstein’s Executive Dean. The Responsible Officer under this Policy is Einstein’s Associate Dean for Student Affairs.

VII. Approved (or Revised)

 _____	 July 19, 2019 _____
Responsible Executive	Date