

Student Grievance Policy: Mistreatment

I. PURPOSE

To outline the reporting process for student(s) who perceive mistreatment and fulfill the School of Medical Sciences (SMS) commitment to maintaining an inclusive and respectful environment for faculty, staff, and students.

II. POLICY STATEMENT

All student allegations of student mistreatment are taken seriously by the individual programs housed within SMS. SMS expects faculty, staff, and students to demonstrate respect and professional concern by holding one another to the highest standards in learning, without abuse, humiliation, or harassment of any kind. This includes avoidance of exploiting a relationship for personal gain or advantage and demonstration of the highest ethical conduct in all settings. Mistreatment is considered destructive of the principles that guide the mission, vision, and goals of the programs.

III. DEFINITIONS

Mistreatment: Behavior which shows disrespect for the dignity of others, unreasonably interferes with the learning process, or which results in a student being treated unfairly or used in a capacity that is not considered reasonable.

Examples of mistreatment include, but are not limited to, public belittlement or humiliation, threats of physical harm or punishment, inappropriate requests to do personal services (e.g., shopping, babysitting, or completing tasks/assignments), neglect during the conducting of the curriculum, unfair grading practices, and favoritism (unfair preferential treatment to a student or group of students at the expense of other student(s)).

Mistreatment as defined in this policy does not include allegations which fall under the institution's Title IX regulations.

IV. AUDIENCE

The policy applies to all students enrolled in programs of the School of Medical Sciences.

V. COMPLIANCE

In situations where mistreatment has been proven, university employees will be met with appropriate disciplinary action. Examples of disciplinary actions include, but are not limited to, remediation, retraining, or dismissal of the faculty or staff involved in the proven mistreatment.

VI. ROLES AND RESPONSIBILITIES

The SMS Policy Committee is responsible for the development and implementation of this policy. Revisions, if necessary, may be submitted by individual programs to the SMS for review and approval. Individual SMS programs will also be responsible for validating, enforcing, and resolving student complaints of mistreatment. For complaints that are not resolved informally, the Program's Student Progress Committee will be the final step in the review and decision process.

VII. PROCEDURES

All instances of student mistreatment must be reported promptly by the student. Students wishing to report a concern are advised to seek out any faculty member, including the Program Director or Medical Director, to discuss the allegation of mistreatment. All encounters with students regarding concerns of mistreatment will be documented and a copy of the grievance maintained by the program. An informal resolution may be sought out in this matter. Students who experience mistreatment in a clinical setting should seek out a member of the Clinical Team. If the matter remains unresolved or if the mistreatment occurs again, the student may file a formal complaint via the Program's Student Progress Committee. This is considered the final step in the process. The Student Progress Committee will then review the matter and seek out appropriate consultation. The SPC will follow its policies and procedures regarding student notification of the meeting outcome(s).

VIII. APPLICABLE REGULATIONS, STATUTES, AND RELATED POLICIES

ARC-PA 5th Ed Standard A3.15g

IX. CONTACT INFORMATION

Faculty, staff, or students who have questions regarding this policy may contact the Dean of the School of Medical Sciences directly.



SMS Policy SMS-04

Date Effective: May 14, 2024

X. DOCUMENT HISTORY

Original approval: this policy was approved by the SMS Dean's Council on May 9, 2024 and the LMU Office of General Counsel on May 14, 2024.