

### RESIDENT/FELLOW MISTREATMENT

The University of Connecticut (UConn) School of Medicine (SOM) is committed to a learning environment of respect, collegiality, and collaboration. Our faculty commit to making sure each component of the educational program is of the highest quality, must serve as role models, will support all students and fairly evaluate and provide timely feedback.

Behaviors that impede a safe and effect learning environment are not tolerated. Across the SOM, we have adopted the Compact Between Faculty and Undergraduate and Graduate Medical Trainees ([https://health.uconn.edu/faculty-handbook/wp-content/uploads/sites/97/2016/10/compact\\_faculty\\_grad.pdf](https://health.uconn.edu/faculty-handbook/wp-content/uploads/sites/97/2016/10/compact_faculty_grad.pdf))

The following policy on Resident/Fellow Mistreatment is an affirmation of the importance of this issue with expectations to respect race, gender, religion, sexual orientation, age, disability, and other protected classes of individuals along with diversity of opinion, socioeconomic status and unique individuality within our community. The learning environment will be free of belittlement, humiliation, hostility, or personal judgment. This policy is meant to compliment the institutional policy against discrimination, harassment and related interpersonal violence (<http://policy.uconn.edu/2015/12/29/policy-against-discrimination-harassment-and-related-interpersonal-violence/>).

#### **Definition of Mistreatment**

The AAMC defines mistreatment as follows:

“Mistreatment arises when behavior shows disrespect for the dignity of others and unreasonably interferes with the learning process. It can take the form of physical punishment, sexual harassment, psychological cruelty, and discrimination based on race, religion, ethnicity, sex, age or sexual orientation.”

#### **Reporting Mistreatment**

Residents/Fellows may report mistreatment via several avenues.

#### **In-person reporting:**

A resident/fellow may report mistreatment to any one or to all of the following individuals: a core faculty member, the program director, the department Chair, the Office of Graduate Medical Education (specifically the Designated Institutional Official, the Assistant Designated Institutional Official and/or the Associate Dean for Graduate Medical Education) and the Dean of the School of Medicine.

#### **Graduate Medical Education Hotline:**

A hotline has been established for all residents/fellows to use to report any concerns about their training program (see Graduate Medical Education Hotline policy <https://gme.uchc.edu/pdfs/policybook/70.pdf>). The GME Hotline page can be accessed at <http://gme.uchc.edu/gmehotline>.

Reporting of concerns can be done either though the GME Hotline phone number or through the GME Hotline email.

## Residents/Fellows Policies and Procedures Manual

- GME Hotline Phone Number: 860-679-4353
- GME Hotline Email: [gmehotline@uchc.edu](mailto:gmehotline@uchc.edu)

**In person or GME Hotline reports of mistreatment related to protected class will be forwarded to the Office of Institutional Equity for review. Residents/Fellows are encouraged to self-report mistreatment related to protected class to the Office of Institutional Equity.**

- Office of Institutional Equity Phone Number: (860) 679-3563
- Office of Institutional Equity Email: [equity@uconn.edu](mailto:equity@uconn.edu)

### **Protection from Retaliation**

Retaliation against any individual who, in good faith, reports or participates in the reporting, investigation, or adjudication of mistreatment is strictly forbidden.

See the University's Non-Retaliation Policy [<http://policy.uconn.edu/2011/05/24/non-retaliation-policy/>].