

STUDENT MISTREATMENT POLICY

The University of Washington School of Medicine (UWSOM) is committed to a safe and supportive learning environment that reflects the institution's values: excellence, respect, integrity, compassion, altruism, and accountability in all endeavors. Diversity of ideas, perspectives and experiences are integral to our mission. All individuals in our UWSOM community are responsible for creating a welcoming and respectful environment where every person is valued and honored. Mistreatment of students by the faculty, staff and peers at UWSOM is prohibited. This mistreatment includes incidents of humiliation; harassment or discrimination based on race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, veteran status, socioeconomic status, political beliefs or affiliations, and geographic region; and the use of grading or other forms of assessment in a punitive manner.

Reviewed and approved by the Faculty Council on Academic Affairs, May 1, 2023

Suzanne M. Allen, M.D., M.P.H., Vice Dean for Academic, Rural and Regional Affairs, May 1, 2023

*Protect
our
pack!*



WHAT IS MISTREATMENT?



The AAMC defines mistreatment as:

- been publicly humiliated
- been threatened with physical harm
- been physically harmed
- been required to perform personal services
- been subjected to unwanted sexual advances
- been asked to exchange sexual favors for grades or other rewards
- been denied opportunities for training or rewards based on gender
- been subjected to offensive sexist remarks/names
- received lower evaluations or grades solely because of gender rather than performance
- been denied opportunities for training or rewards based on race or ethnicity
- been subjected to racially or ethnically offensive remarks/names
- received lower evaluations or grades solely because of race or ethnicity rather than performance
- been denied opportunities for training or rewards based on sexual orientation
- been subjected to offensive remarks/names related to sexual orientation
- received lower evaluations or grades solely because of sexual orientation rather than performance
- been denied opportunities for training or rewards based on a disability
- been subjected to offensive remarks/names related to a disability
- received lower evaluations or grades solely because of a disability rather than performance
- been subjected to negative or offensive behavior(s) based on your personal beliefs or personal characteristics other than your gender, race/ethnicity, sexual orientation, or disability.

ALL STUDENTS ARE PROTECTED AGAINST DISCRIMINATION, HARASSMENT, AND RETALIATION UNDER UW EXECUTIVE ORDER NO. 31