

Roseman University College of Medicine (RUCOM)

Code of Conduct for the Learning Environment

Authorizing Body

Curriculum Committee

Purpose and Rationale

The Roseman University College of Medicine (RUCOM) is committed to fostering a brave, inclusive, and supportive learning environment that promotes academic excellence, professional identity formation, and high-quality patient care.

An atmosphere grounded in **mutual respect, collegiality, fairness, integrity, and trust** is essential to achieving the College's educational, clinical, and research missions.

This Code of Conduct establishes shared expectations for behavior across the RUCOM community and aligns with national standards, including the [AAMC Teacher–Learner Expectations](#).

Scope and Applicability

This Code applies to:

- All medical students enrolled at RUCOM
- All faculty members with RUCOM appointments
- Residents, fellows, and clinical supervisors involved in teaching RUCOM students
- Staff and affiliated clinical partners interacting with RUCOM students

All members of the RUCOM community share responsibility for maintaining a respectful and professional learning environment.

Core Professional Values

All members of the RUCOM community are expected to demonstrate the following core professional values, which are aligned with the professional behaviors outlined in the RUCOM Student Handbook:

- **Respect** – Treat all individuals with dignity, fairness, and without bias

- **Integrity** – Act with honesty, transparency, and accountability
 - **Compassion** – Demonstrate empathy, active listening, and appropriate boundaries
 - **Excellence** – Commit to continuous improvement and high standards
 - **Humility** – Remain open to feedback and lifelong learning
 - **Conscientiousness** – Be dependable, timely, and responsible
 - **Curiosity & Critical Thinking** – Engage in inquiry and evidence-based reasoning
 - **Adaptability** – Demonstrate resilience, teamwork, and flexibility
 - **Fairmindedness** – Promote inclusivity and respect diverse perspectives
 - **Discernment** – Recognize limits of competence and seek guidance appropriately
 - **Beneficence** – Prioritize the well-being of patients and the community
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Teacher–Learner Relationship

The teacher–learner relationship is foundational to medical education and carries shared rights and responsibilities.

All participants must:

- Foster an environment of psychological safety and mutual respect
 - Support learning through constructive feedback and mentorship
 - Avoid behaviors that may humiliate, intimidate, or exploit others
 - Uphold AAMC Teacher–Learner Expectations in all settings
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Standards of Conduct

Responsibilities of Teachers (Faculty, Residents, Supervisors)

Teachers are expected to:

- Be prepared, accessible, and punctual
- Provide accurate, current, and relevant instruction
- Treat learners fairly, respectfully, and without bias
- Provide timely, constructive, and honest feedback
- Avoid public humiliation or embarrassment of learners
- Model professional behavior at all times
- Respect diversity of perspectives and lived experiences
- Ensure learning activities are educationally appropriate

Responsibilities of Learners (Students)

Students are expected to:

- Be respectful, professional, and collaborative
- Actively engage in learning with enthusiasm and accountability
- Be honest, trustworthy, and self-aware of limitations
- Seek help and appropriate supervision when needed
- Be prepared and punctual for all activities
- Participate constructively in feedback and self-improvement

In clinical settings, students must:

- Prioritize patient safety, dignity, and confidentiality
 - Treat patients and healthcare team members with respect and compassion
 - Respect patient privacy and shared decision-making
 - Refrain from acting beyond their level of training
 - Place patient welfare above personal educational interests
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Professional Conduct Requirements

All members of the RUCOM community must:

- Follow institutional policies, clinical site rules, and applicable laws
 - Maintain accurate, timely, and truthful documentation
 - Use electronic communication and social media professionally
 - Disclose conflicts of interest or impairment affecting performance
 - Contribute to a brave and inclusive learning environment
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Prohibited Conduct (Non-Exhaustive)

The following behaviors are inconsistent with RUCOM standards:

Mistreatment and Abuse

- Harassment (including sexual harassment)
- Discrimination or bias
- Threats, intimidation, or unwanted physical contact
- Public humiliation or intentional embarrassment

Academic and Professional Misconduct

- Cheating, plagiarism, or falsification of records
- Dishonesty in clinical, academic, or research activities
- Inappropriate or unethical use of generative artificial intelligence (AI)
- Violations of patient confidentiality or misuse of PHI

Patient Safety Violations

- Negligence or unsafe clinical practices
- Practicing beyond scope or supervision
- Impairment (e.g., substance use) affecting performance

Disruptive or Noncompliant Behavior

- Persistent failure to meet professional expectations
- Refusal to participate in required remediation
- Violation of laws or clinical site policies

Reporting Concerns

RUCOM strongly encourages prompt reporting of concerns related to mistreatment, misconduct, or unsafe conditions. Reports may be made through RUCOM's confidential [Incident Tracker](#), a web-based incident tracking system for submitting and reviewing incidents. In addition, concerns may be raised through any of the following:

- Office of Student Affairs
- Office of Academic Affairs
- Course or Clerkship Directors
- Faculty or clinical supervisors

Reports may be made confidentially in accordance with RUCOM policies.

Review, Investigation, and Interim Measures

- Reports will be reviewed promptly and fairly
 - Interim measures may be implemented to protect patients or the learning environment
 - Students suspected of violations will be removed from clinical environments immediately while investigations occur
 - Such measures do not imply guilt or final determination
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Student-Specific Review Process (MedSPARC)

Allegations involving student academic or professional misconduct may be referred to the **Medical Student Promotion and Review Committee (MedSPARC) for action.**

MedSPARC responsibilities include:

- Reviewing academic progress and alleged professionalism violations
 - If allegations are substantiated, determine appropriate sanctions
 - Ensuring due process and equitable decision-making
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Outcomes and Sanctions

Depending on severity and context, outcomes may include:

- Counseling or professionalism training
 - Letter of reprimand
 - Formal remediation plans
 - Written warnings or probation
 - Leave of absence or reassignment
 - Suspension or dismissal
 - Notation on academic record when required
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Appeals and Due Process

Individuals subject to formal action will:

- Receive written notification of concerns and proposed actions
 - Have an opportunity to respond
 - Be afforded due process under RUCOM policies
 - Retain the right to appeal decisions
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Confidentiality and Non-Retaliation

- Reports will be handled with discretion and confidentiality to the extent possible
 - Retaliation against individuals who report concerns in good faith is strictly prohibited
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Recordkeeping and External Reporting

RUCOM will maintain records consistent with institutional and legal requirements. Serious violations may be reported to clinical partners, licensing boards, or regulatory authorities when required.

Acknowledgment and Attestation

All students are required to review and attest to this Code of Conduct as part of the Student Handbook acknowledgment process. Faculty and staff are expected to uphold these standards as a condition of their professional role.

Related Policies and Procedures

Additional details about RUCOM policies related to this Code of Conduct can be found at the following links:

- [Core Standards for Advancement and Graduation](#)
 - [Title IX Policies Addressing Sexual Harassment](#)
 - [University Student Professionalism Board Policy](#)
 - [Firearms and Weapons Policy](#)
 - [Substance Abuse Policy](#)
 - [RUCOM AI Policy](#)
 - [RUCOM MedSPARC Charter](#)
 - [RUCOM Medical Student Review and Due Process Policy](#)
 - [Remediation, Repeat, and Dismissal Policy](#)
 - [RUCOM Technical Standards](#)
 - [RUCOM Medical Student Handbook](#)
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