



Origination 02/2025
Last Approved 02/2026
Effective 02/2026
Last Revised 02/2026
Next Review 02/2027

Owner Sydney Miller:
Student Affairs Coordinator
Area College of Medicine - Student Affairs

RUCOM Zero Tolerance of Mistreatment of Students Policy

Purpose:

To demonstrate RUCOM's commitment to providing a learning environment free of student mistreatment.

Related LCME Element:

3.6 Student Mistreatment

Related Policies and Procedures:

Procedure for reporting student mistreatment (flowchart)

Scope:

All students, faculty, residents and staff who participate in the RUCOM medical education program.

Responsible Party:

Learning Environment and Professionalism Committee

POLICY

I. Policy Statement

RUCOM is committed to providing a safe and inclusive learning environment and does not tolerate the

mistreatment of medical students in any form, including retaliation for reporting mistreatment. Any medical student, faculty, or staff may report experienced or observed incidents of alleged mistreatment.

A. Students, faculty and staff have multiple opportunities to report mistreatment, including:

- a. An electronic incident reporting system (students, faculty and staff)
- b. A compliance hotline (students, faculty and staff)
- c. Course and clerkship evaluations (students)
- d. Annual surveys (students)
- e. Direct reporting to faculty or staff

B. Any reports of mistreatment are initially reviewed by the Associate Dean for Student Affairs. The Associate Dean for Student Affairs is responsible for obtaining additional information from the reporter and/or routing the report to the appropriate party (e.g., Associate Dean for Clinical Education, Title IX officer, Roseman University Office of Human Resources) as appropriate.

II. Definitions

Mistreatment: Examples of mistreatment include a situation in which a student has:

- Been publicly embarrassed
- 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 subjected to negative or offensive behavior(s) based on their personal beliefs or personal characteristics other than their gender, race/ethnicity, or sexual orientation

- Been subjected to any form of retaliation for reporting mistreatment

All Revision Dates

02/2026, 02/2025

Approval Signatures

Step Description	Approver	Date
Curriculum Committee	Karin Esposito: Senior Executive Dean, Academic and Student Affairs	02/2026
COM - Office of Student Affairs	Adrian Jones: Associate Dean for Student Affairs	01/2026
Initial Review	Sydney Miller: Student Affairs Coordinator	01/2026

COPY