

# Student Mistreatment and Reporting Policy

LCME Standard: 3.6 Student Mistreatment
Originating Office: Medical Student Affairs
Responsible Executive: Associate Dean, Medical Student Affairs
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## I. REASON FOR THIS POLICY

The LCME, in Element 3.6, indicates a medical school develops effective written policies that define mistreatment, has effective mechanisms in place for a prompt response to any complaints, and supports educational activities aimed at preventing mistreatment. Mechanisms for reporting mistreatment are understood by medical students, including visiting medical students, and ensure that any violations can be registered and investigated without fear of retaliation.

## II. STATEMENT OF POLICY

The medical learning environment is expected to facilitate students' acquisition of the professional attitudes necessary for effective and compassionate health care. This requires mutual respect between teacher and learner, and the avoidance of mistreatment.



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Mistreatment, either intentional or unintentional, occurs when behavior shows disrespect for the dignity of others and unreasonably interferes with the learning process. Examples of mistreatment include sexual harassment; discrimination or harassment based on sex, race, color, creed, national origin, ancestry, citizenship, gender, gender identification, transgender, sexual orientation, religion, age, genetic information, veteran status, or disability; humiliation; psychological or physical punishment; or the use of grading and other forms of assessment in a punitive manner. Sanford School of Medicine adheres to the Board of Regents policies regarding mistreatment or harassment as stated in the Board of Regents Policy Manual on Governance (see links below).

### III. DEFINITIONS

### IV. PROCEDURES

**IDENTIFIED REPORTING:** Direct Communication with any of the following faculty or staff members:

- Associate Dean or Assistant Dean of Medical Student Affairs, (605- 658-6300)
- Associate Dean of Academic Development and Faculty Affairs (605-357-1534) or a Regional Campus Associate Dean:
  - o Rapid City 605-791-7800
  - o Sioux Falls 605-357-1306
  - o Vermillion 605-658-6324
  - o Yankton 605-668-3065
- EO/Title IX Coordinator USD (605-658-3748)
- Chief Well-being Officer 605-357-1398
- Directly to another faculty member
- Submission of the one45 Concern & Mistreatment Form located in the student's One45 To-Dos. Completion and submission of this form creates a notification for the Associate Dean of Medical Student Affairs.

**Anonymous Reporting**

- This can be completed via the one45 Concern & Mistreatment Form located in the student's one45 To-Dos. The student must:
- Print the blank form using the "Print" icon in the top right corner of the document.
- The student should attach a statement explaining their concern and mail these documents per the instructions on the form.



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If the concern being reported specifically relates to student mistreatment, there is additional information about reporting options in the [Medical Student Affairs Handbook](#).

The Sanford School of Medicine faculty and staff strongly encourage reporting of student mistreatment. This information is critical to creating a safe learning and working environment for all. Concerns of Sexual Harassment, Dating Violence, Domestic Violence, Sexual Assault, Stalking, Human Rights violations, Equal Opportunity, Violence in the Workplace, Discrimination or Consensual Relationships between faculty and students will be referred to Title IX/HR. Involved parties are prohibited from any retaliation against the reporting student.

## **V. RELATED DOCUMENTS, FORMS AND TOOLS**

This policy is also found in the SSOM Faculty Handbook, Medical Student Affairs handbook, and in the Student Affairs shell on D2L.

Board of Regents Policy Manual on Governance

[1.4.1 – Sexual Harassment](#)

[1.4.2 – Prevention of Dating Violence, Domestic Violence, Sexual Assault and Stalking](#)

[1.4.3 – Human Rights Complaint Procedures](#)

[1:4.4 – Equal Opportunity, Non-Discrimination, Affirmative Action](#)

[1.4.5 – Violence in the Workplace and Educational Setting](#)

[4.4.8 – Employee-Employee and Faculty-Student Consensual Relationships](#)

Form Links:

[Discrimination or Harassment Complaint Form](#)

[Sexual Harassment/Assault or Stalking Complaint Form](#)

[Silent Witness Form](#)