Title: Learning Environment & Student Mistreatment Policy			
Origination Date: 10/07/2010	*Revision History: 09/22/026; 10/08/2025; 08/07/2025; 10/19/2018*	*Last amended/reaffirmed: 09/22/2026*	*Review frequency: 2 years*
Purpose:	The LSOM strives for a learning environment that promotes academic and professional success in learners at all levels and is free of behaviors that adversely affect the teacher-learner relationship. Such a learning environment is characterized by mutual respect, collegiality, fairness, and trust. This policy defines student mistreatment, provides a mechanism by which individuals experiencing or witnessing mistreatment may report complaints, and describes the manner in which these reports are investigated.		
Definitions:	**Teacher** - used broadly to include resident physicians, full-time and volunteer faculty members, clinical preceptors, nurses, and ancillary support staff as well as others from whom students learn. **Student Mistreatment** – includes intentional or unintentional behaviors that demonstrate disrespect for others or lack of professionalism in interpersonal conduct. This includes, but is not limited to, the following: • Physical or sexual harassment or assault • Threat of physical or sexual harassment or assault • Discrimination or harassment based on age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation • Disparaging or demeaning comments about an individual or group • Loss of personal civility including shouting, displays of temper, public or private abuse, belittling, or humiliation • Grading/assessment based on factors unrelated to performance, effort, or level of achievement • Sending students on errands unrelated to the didactic, investigational, or clinical situation at hand **Grievance –** a report for which the individual reporting is requesting a remedy.		
Policy:	All members of the LSOM medical education community share the responsibility to protect the health of the learning environment and therefore to report any incident they experience or witness in which the learning environment has been or may be compromised, or where student mistreatment has occurred. All reports of student mistreatment will be investigated by a responsible party and appropriate action taken. During any investigation of a report of mistreatment, precautions will be taken to maintain the confidentiality of the complainant to the greatest extent possible and appropriate action taken to protect against harm or retaliation. Likewise, personnel actions taken by the school or university against a perpetrator may be confidential and not disclosed to the complainant. The Office for Undergraduate Medical Education is responsible for ensuring this policy is distributed annually to faculty and residents who teach, supervise, and/or assess medical students in required courses and/or clerkships.		
Process:	Reports of medical student mistreatment can be made in several ways. • Anonymous reports of mistreatment may be made directly to the Office for Undergraduate Medical Education through the Student Mistreatment Report Form. In this process, an electronic form is submitted and the Associate Dean for Student Affairs is alerted. • Mistreatment reports are also captured through confidential course and teaching evaluations. These reports alert the Associate Dean for Student Affairs electronically. • Confidential reports can be made directly to: course/clerkship directors; LSOM Associate Dean for Student Affairs; Student Ombudsperson; UT San Antonio Health Campus Director, Student Affairs; Title IX Director; or the Student Counseling Center. These school representatives are empowered to informally discuss a student's experiences related to mistreatment and provide guidance.		

	These school representatives should refer the student immediately to the Associate Dean for Student Affairs for further instructions and to review applicable policies and procedures. When a report is made without a grievance, the Associate Dean for Student Affairs is responsible for collecting the appropriate information, investigating the details, providing this information to the educational leader (e.g., clerkship director) responsible for the learning environment in which the mistreatment occurred, and supporting corrective action as needed. If the report involves staff, faculty, or student(s) from the broader UT Health San Antonio community, the Associate Dean for Student Affairs will liaise with other appropriate authorities, as indicated. **Sexual Harassment/Assault** If the allegation is one of sexual harassment/assault, the Associate Dean for Student Affairs will engage UT Health San Antonio's Office for Educational Support Services https://wp.uthscsa.edu/oess/title-ix/) for separate processes and timelines for response. **Academic Grievances** If a student has a mistreatment-related grievance that impacts an academic outcome, the process for remedy is outlined in the Academic Grievance Policy. **Non-Academic Grievances** If a student has a mistreatment-related non-academic grievance, the process for remedy is outlined in the Non-Academic Grievance Policy.

Approval Body: Office of Undergraduate Medical Education Executive Leadership

CERTIFIED BY:

Joshua Hanson — Digitally signed by Joshua Hanson, Date: 2026.10.01 13:02:58 -05'00'

Policy Custodian — ***Date***

Name: Joshua Hanson, MD
Title: Associate Dean for Student Affairs

ACCEPTED AND AGREED TO:

Deborah Conway — Digitally signed by Deborah Conway, Date: 2026.10.01 16:42:30 -05'00'

Responsible Officer — ***Date***

Name: Deborah Conway, MD
Title: Vice Dean for Undergraduate Medical Education

Francisco G. Cigarroa, M.D. — 10-02-2026

Responsible Executive — ***Date***

Name: Francisco Cigarroa, MD
Title: Interim Dean, Long School of Medicine

Related regulations, policies, and accreditation standards:

- *LCME Element 3.4 Anti-Discrimination Policy*
- *LCME Element 3.5 Learning Environment/Professionalism*
- *LCME Element 3.6 Student Mistreatment*
- *UTHSCSA Handbook of Operating Procedures, Policy 4.2.1 Nondiscrimination Policy and Complaint Procedure*
- *UTHSCSA Handbook of Operating Procedures, Policy 4.2.2 Title IX Sexual Harassment/Sexual Misconduct Policy*
- OUME Nonacademic Grievance Policy
- OUME Academic Grievance Policy
- *UTHSCSA Catalog, Student Mistreatment Policy*
- Medical Student Mistreatment Form