

RESIDENT/FELLOW MISTREATMENT

The University of Connecticut (UConn) School of Medicine (SOM) is committed to a learning environment of respect, collegiality, and collaboration. Our faculty commit to making sure each component of the educational program is of the highest quality, must serve as role models, will support all students and fairly evaluate and provide timely feedback.

Behaviors that impede a safe and effect learning environment are not tolerated. Across the SOM, we have adopted the [Compact Between Faculty and Undergraduate and Graduate Medical Trainees](#).

The following process on Resident/Fellow Mistreatment is an affirmation of the importance of this issue with expectations to respect race, gender, religion, sexual orientation, age, disability, and other protected classes of individuals along with diversity of opinion, socioeconomic status and unique individuality within our community. The learning environment will be free of belittlement, humiliation, hostility, or personal judgment. This policy is meant to compliment the institutional policy against discrimination, harassment and related interpersonal violence (see [Prohibition of Discrimination and Discriminatory Harassment, Including Sexual Harassment and Sexual Assault, Intimate Partner Violence, and Stalking](#)).

Definition of Mistreatment

The AAMC defines mistreatment as follows:

“Mistreatment arises when behavior shows disrespect for the dignity of others and unreasonably interferes with the learning process. It can take the form of physical punishment, sexual harassment, psychological cruelty, and discrimination based on race, religion, ethnicity, sex, age or sexual orientation.”

Reporting Mistreatment

Residents/Fellows may report mistreatment via several avenues

See the [Reporting Concerns Policy](#)

Protection from Retaliation

Retaliation against any individual who, in good faith, reports or participates in the reporting, investigation, or adjudication of mistreatment is strictly forbidden.

See the [University’s Non-Retaliation Policy](#)

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