

Policy on Appropriate Student Treatment

I. Standards of Conduct in the Pathology Teacher-Medical Student Relationship

The UM Department of Pathology is committed to promoting an academic environment that encourages intellectual curiosity, while maintaining the values of professionalism, ethics, and mutual respect and trust between the educator and the student learner. This policy pertains to our students at the University of Miami Miller School of Medicine. The reference to “teacher” will include faculty, as well as residents and fellows in the UM Department of Pathology who may participate in the role of educator with regard to our students. Pathology teachers must respect a student’s level of knowledge and skills, and students must feel free to question, as well as to challenge their teachers in an effort to enhance their own understanding of the concepts and exercises they are expected to master. Teachers have a responsibility to exemplify the qualities that are expected from future physicians, namely compassion, perseverance, humility, dedication, and respect for all human beings without discrimination based on race, gender, ethnicity, sexual orientation, disability, or religious beliefs. Students are also expected to maintain the same high standards of conduct in their relationships with Pathology educators.

The Department of Pathology has a “zero tolerance” policy for abusive behavior toward students. Examples of unacceptable behavior include, but are not limited to:

- Discrimination based on race, gender, ethnicity, sexual orientation, disability, or religious beliefs
- Physical or sexual harassment
- Speaking in a disparaging way that diminishes an individual or a group
- Publicly or privately abusing, belittling, or humiliating a student
- Use of grading or other forms of evaluation in a punitive or retaliatory manner
- Requiring students to engage in unethical or inappropriate practices or practices that are contrary to LCME standards

II. Pathology Departmental Actions

In order to ensure that all teachers in the Department of Pathology comply with the standard of conduct set forth by this policy, a committee consisting of faculty, fellows, and residents involved in student teaching will be convened and will meet quarterly. The charge of this committee is to ensure that all faculty, residents, and fellows are made aware of the various forms of abuse, are taught how to recognize abusive behavior in themselves and others, and are taught ways to avoid such behaviors. The committee will also address any and all issues that may arise regarding abusive behavior toward students.

Committee Members:

David Andrews, MD PhD

George Bishopric, MD

David Thomas, MD

Monica Garcia, MD

Carmen Gomez-Fernandez, MD

Francis Ikpatt, MD PhD

Clara Milikowski, MD

Carol Petito, MD

Chief Residents (2)

Fellows (rotational schedule)

III. Dissemination and Education

In order to make sure that faculty, residents, and fellows are aware of the UM Department of Pathology's Policy on Appropriate Student Treatment:

- The policy will be added to the Pathology Department website under the Educational Division
- The policy will be added to the Resident Manual
- The policy will be added to the Fellowship Manuals
- The policy will be added to the Student Syllabus for the Pathology Course
- The Program Director will be responsible for providing a copy of the policy to students enrolled in elective rotations in Pathology.