



INDIANA UNIVERSITY SCHOOL OF MEDICINE

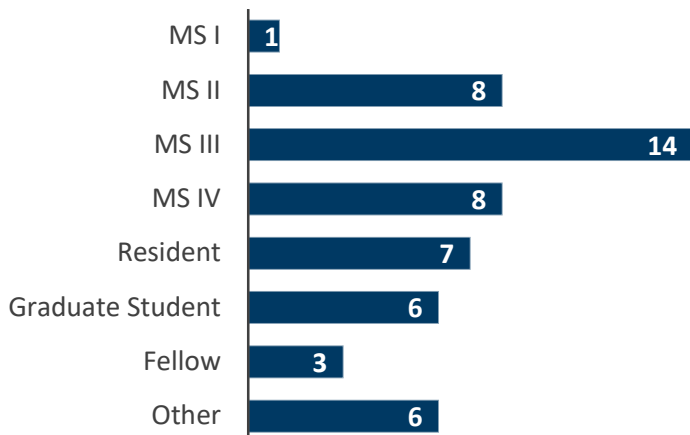
**Promoting a Positive Learning Environment:
Recognizing Exemplars and
Addressing Mistreatment**

2019 ANNUAL REPORT

INCIDENTS OF MISTREATMENT

Data Reported between January 1 – December 31, 2019

Complaints Received From/On Behalf Of



Incident Report Data

Number of Incidents	53
Currently Under Review	3
Closed	50
Median Number of Days from Report to Triage	0 (same day)
Average Days from Triage to Close	27
Submitted on Behalf of Learner	19
Submitted by Learner - Anonymous	7
Submitted by Learner - Confidential	27

Sources of Mistreatment

The indicated source of mistreatment per incident are as follows:

- Clinical Faculty: 31
- Dean or Administrator: 2
- Fellow: 1
- Resident: 5
- Science/Preclinical Faculty: 6
- Other: 8

Learners who report confidentially receive follow up information.

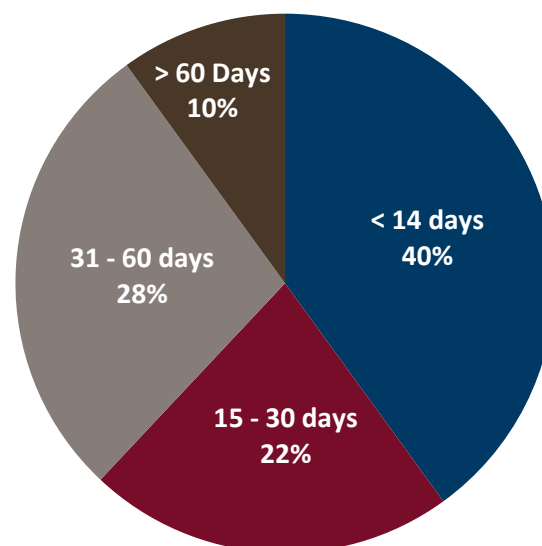
Locations of Incident Reports

The majority of reports are from Indianapolis. Reports broken down by campus:

- Evansville: 1
- Fort Wayne: 2 (1 was concerned a concern other than mistreatment)
- Indianapolis: 46 (10 were considered concerns other than mistreatment)
- Northwest: 1
- South Bend: 1
- Terre Haute: 1 (considered a concern other than mistreatment)
- Unspecified: 1

Duration of Incident Reports

With the average days from triage to close at 27, more than a third of the cases were closed in less than 2 weeks. The majority of cases reported and closed in 2019 were in less than 2 months. For a few cases, due to the nature of the case, it took more than 60 days to close. (The chart below is based on the closed cases.)



INCIDENTS OF MISTREATMENT (CONTINUED)

Results of Incident Reports

Of the closed cases (Refer to the Graduated Response to Mistreatment below for explanation regarding levels*):

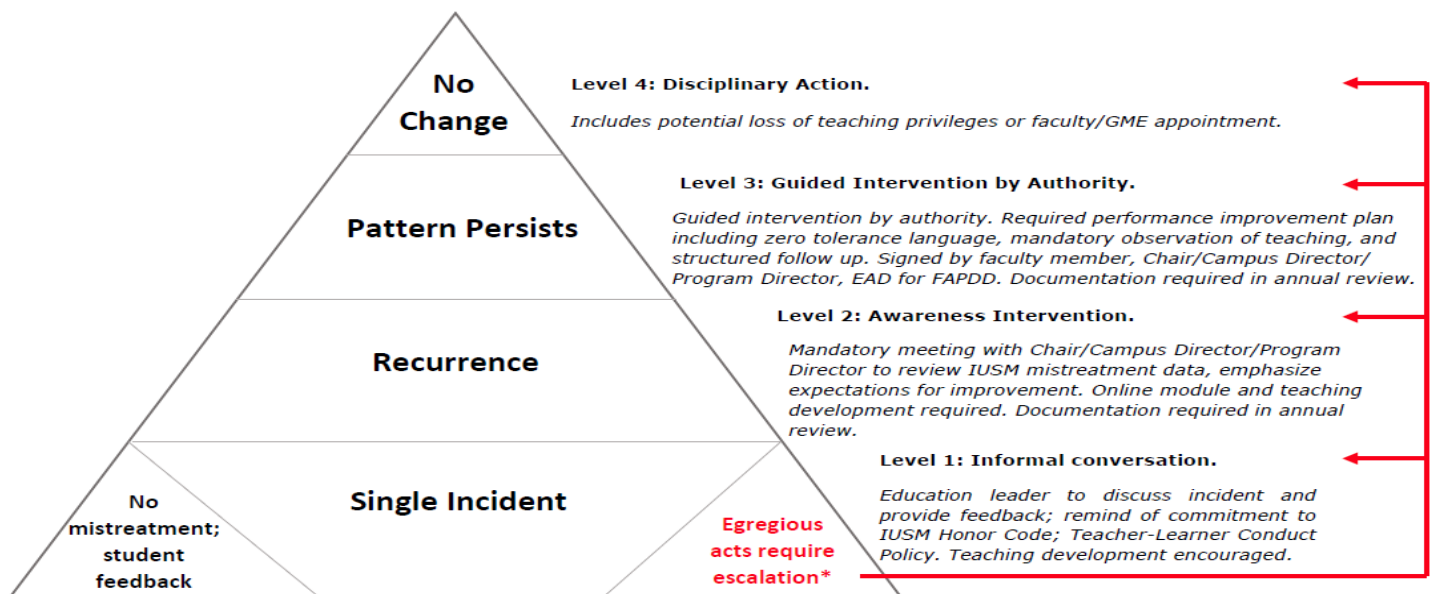
- 12 were determined to be concerns other than mistreatment
- 27 were treated as Level 1 interventions (single incident, feedback delivered on learning environment)
- 6 were treated as Level 2 interventions (feedback delivered on learning environment, guided intervention)
- 2 were treated as Level 3 interventions (action taken on teaching privileges, guided intervention)
- 3 were considered Level 4 (immediate action taken on teaching privileges/faculty appointment)
- 3 are still under review

Categories of Mistreatment

The indicated category of mistreatment reported for those cases which were considered mistreatment are as follows: (Total number is higher than number of incidents due to ability to select more than one category.)

- Publicly humiliated: 20
- Privately humiliated: 13
- Denied opportunities for training or rewards based on race, ethnicity, or religion: 1
- Denied opportunity for training or rewards based on gender: 3
- Denied opportunity for training or rewards based on sexual orientation or gender identity: 1
- Subjected to offensive remarks or names related to sexual orientation or gender identity: 4
- Subjected to racially, ethnically, or religion-based offensive remarks or names: 5
- Subjected to offensive sexist remarks or names: 2
- Subjected to unwanted sexual advances: 1
- Received lower evaluations or grades solely because of gender: 1
- Other discrimination or negative behaviors based on your personal characteristics or beliefs: 7
- Other: 16

Graduated Response to Mistreatment*



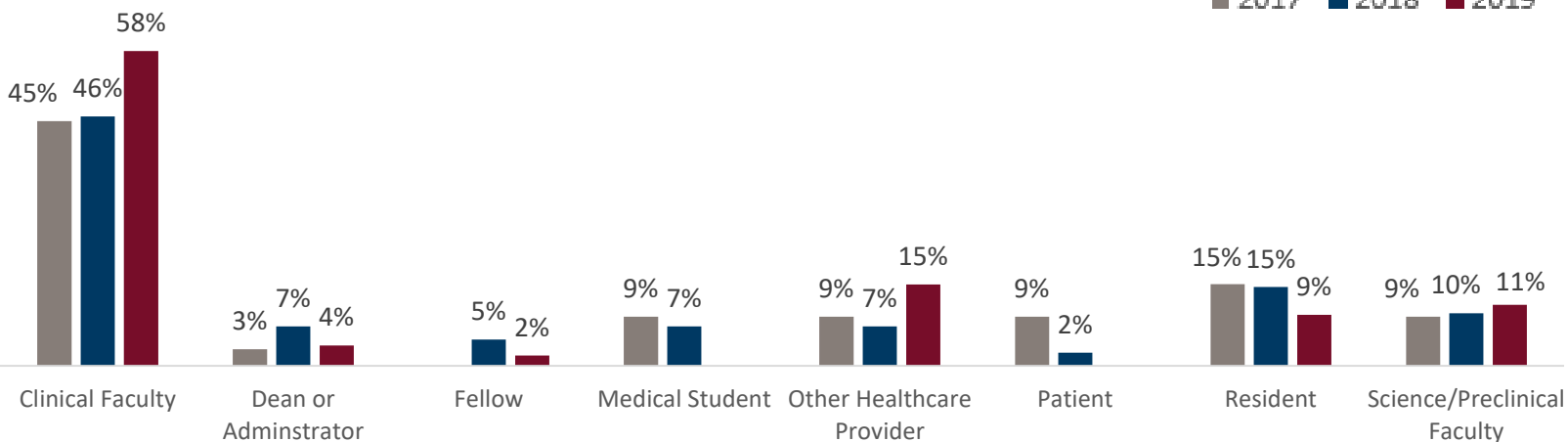
Vast majority of educators – No concerns about mistreatment

*Adapted from Hickson GB, Pichert JW, Webb LE, Gabbe SG. Acad Med 2007; 82:1040-48.

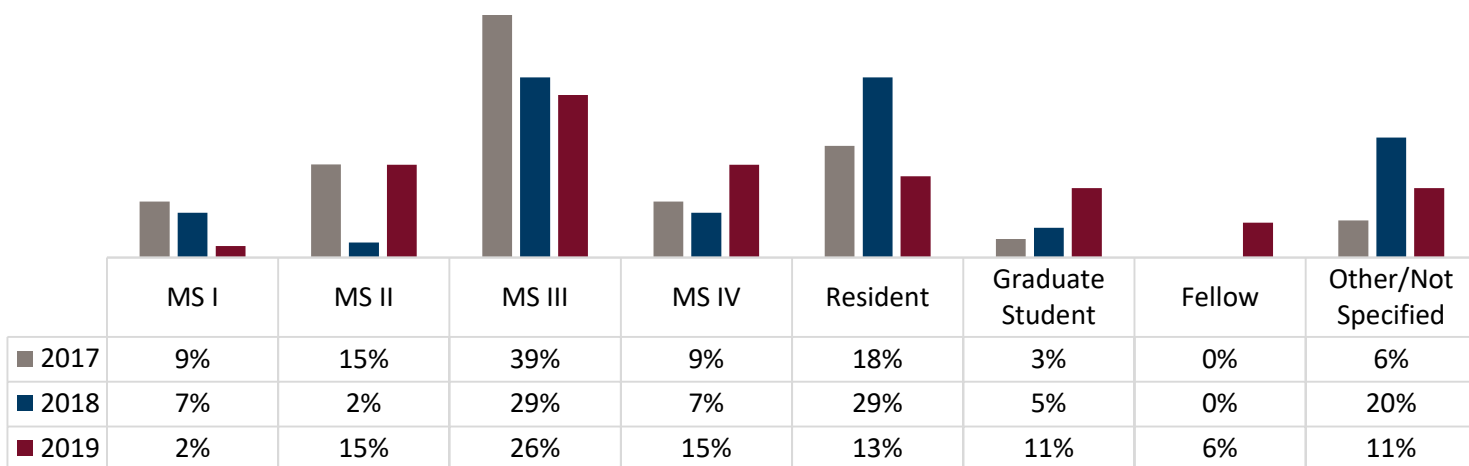


COMPARISONS OF INCIDENTS OF MISTREATMENT

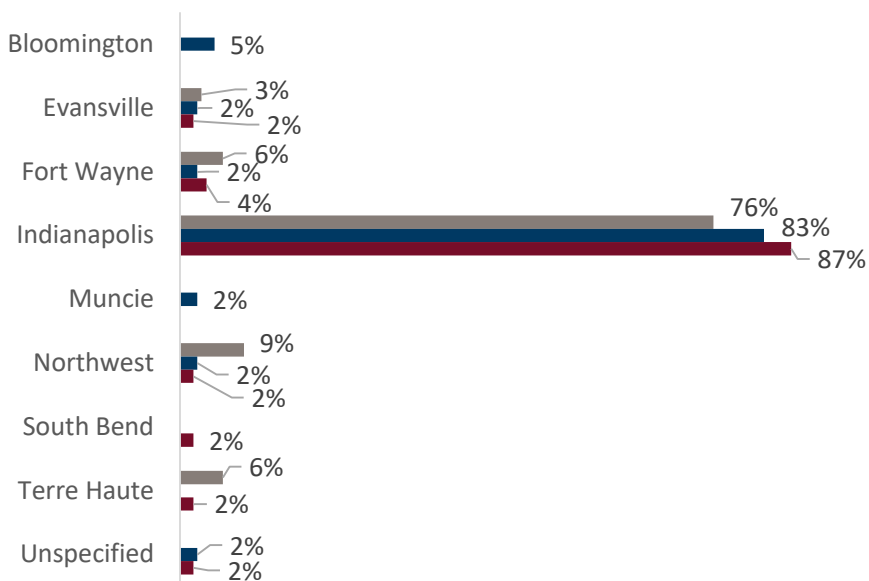
Sources of Mistreatment



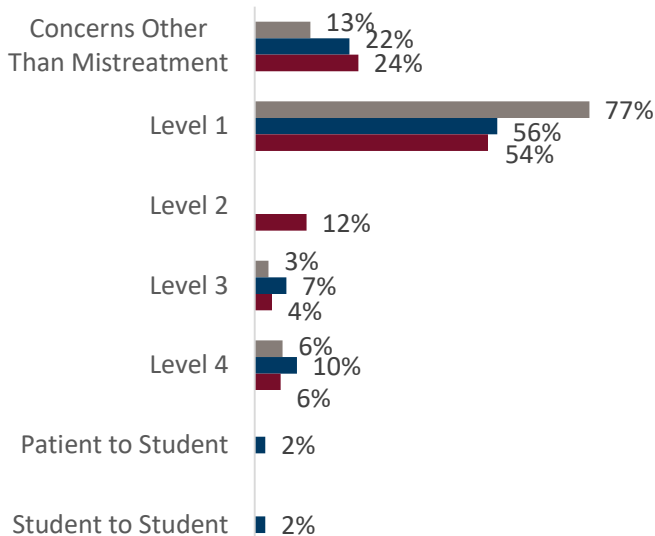
Complaints Received From/On Behalf Of



Locations of Incident Reports



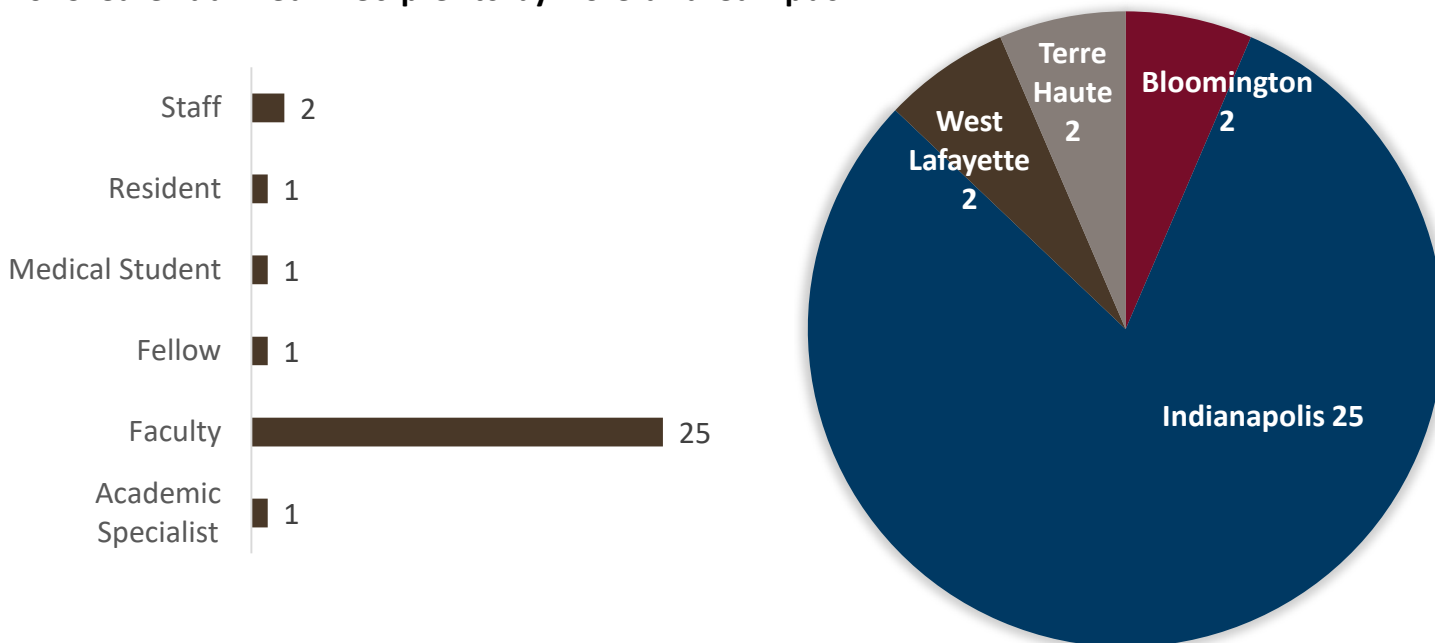
Results of Incident Reports



Honor Roll Program

Any member of the IUSM community can nominate another member of the community, including faculty, staff, and all types of learners, as exemplars of professionalism. Because of their commitment to upholding the [IUSM Honor Code](#) in their everyday interactions, nominees become members of the IUSM Honor Roll and receive an accolade from Dean Hess, a special lapel pin, are featured on the IUSM website, and are formally recognized at the IUSM White Coat Ceremony.

2019 Calendar Year Recipients by Role and Campus:



Resources for the IUSM Community

- [IUSM Teacher-Learner Conduct Policy](#)
- [IUSM Learning Environment](#)
- [IUSM Mistreatment Incident Report Form](#)
- [IUSM Ombuds Office](#)
- [Exemplar of Professionalism Honor Roll Program](#)
- [Understanding and Preventing Mistreatment in the Learning Environment](#)

We continue to work at improving the learning environment and heightening awareness of mistreatment. IUSM has a ZERO tolerance policy for retaliation for reporting potential mistreatment.