



INDIANA UNIVERSITY SCHOOL OF MEDICINE

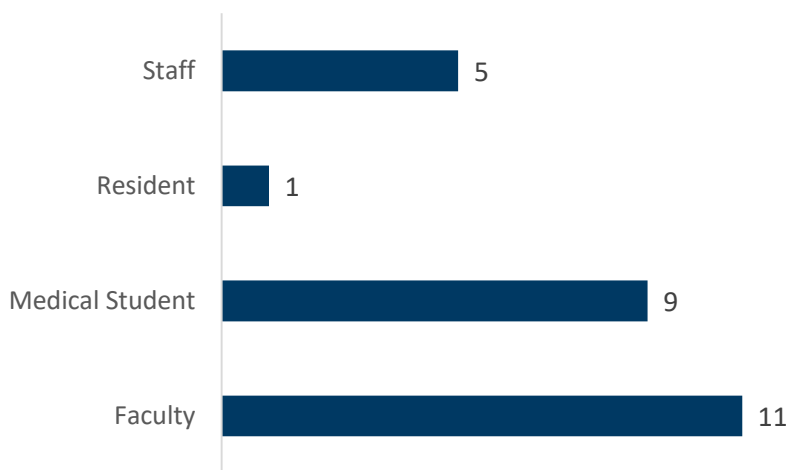
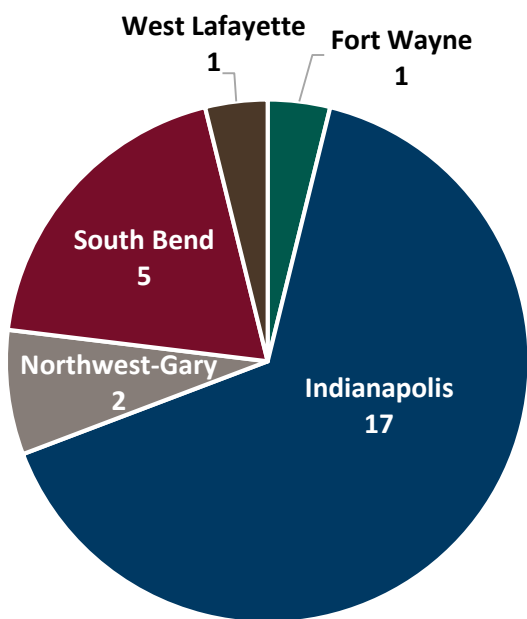
**Promoting an Inclusive Learning Environment:
Recognizing Positive Exemplars and
Addressing Mistreatment**

2020 ANNUAL REPORT

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.

2020 Calendar Year Recipients by Role and Campus:



Resources for the IUSM Community

- [IUSM Honor Code](#)
- [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](#)

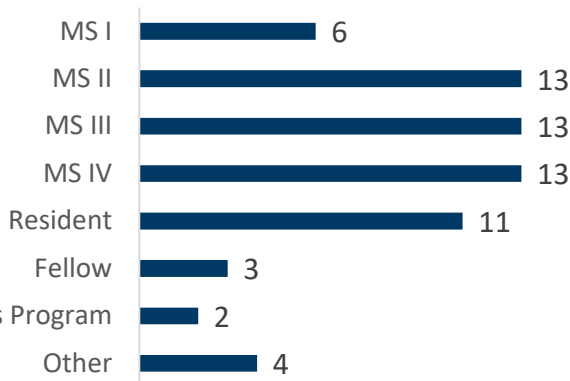
We continue to work at improving the learning environment and heightening awareness of mistreatment. IUSM has a ZERO tolerance policy for retaliation for reporting potential mistreatment.



INCIDENTS OF MISTREATMENT

Data Reported between January 1 – December 31, 2020

Complaints Received From/On Behalf Of



Sources of Mistreatment

The indicated source of mistreatment per incident are as follows:

- Clinical Faculty: 23
- Dean or Administrator: 3
- Administrative Staff Person: 3
- Fellow: 1
- Resident: 2
- Science/Preclinical Faculty: 4
- Medical Student: 16
- Patient: 1
- Other: 12

Locations of Incident Reports

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

- Evansville: 1
- Fort Wayne: 1
- Indianapolis: 56
- South Bend: 2
- Unspecified: 5

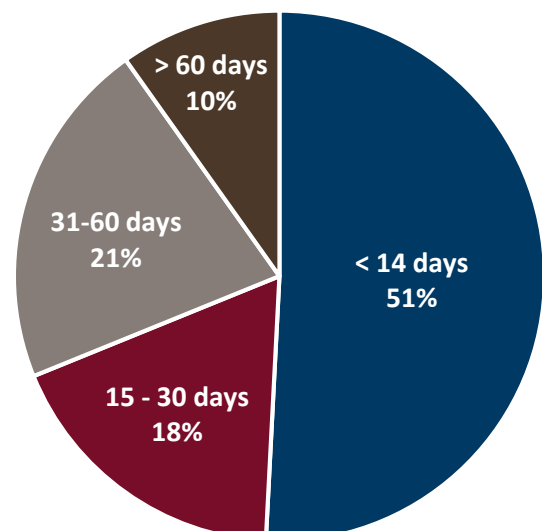
Incident Report Data

Number of Incidents	65
Currently Under Review	4
Closed	61
Median Number of Days from Report to Triage	0 (same day)
Average Days from Triage to Close	22
Submitted on Behalf of Learner	12
Submitted by Learner - Anonymous	13
Submitted by Learner - Confidential	40

Learners who report confidentially receive follow up information.

Duration of Incident Reports

With the average days from triage to close at 23, more than half of the cases were closed in less than 2 weeks. The majority of cases reported and closed in 2020 were in less than 2 months. For a few cases, due to the nature of the case or at the request of the person reporting the incident, it took more than 60 days to close. (The chart below is based on the closed cases.)



INCIDENTS OF MISTREATMENT (CONTINUED)

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.)

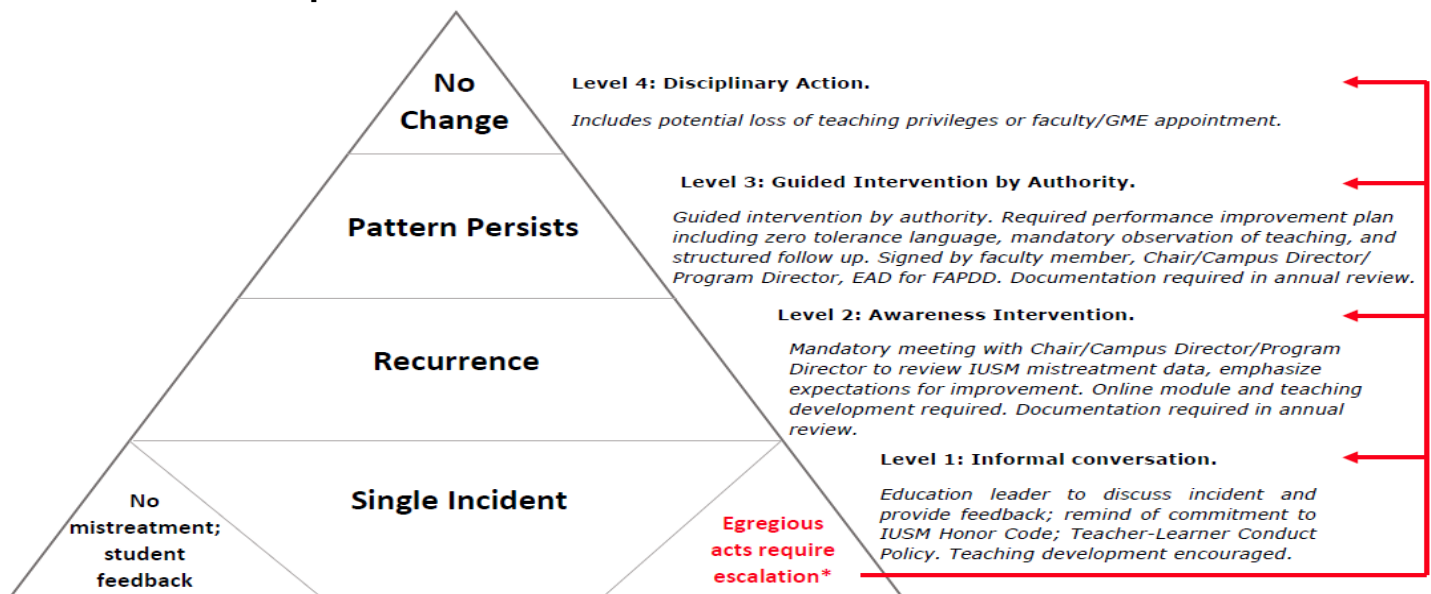
- Publicly humiliated: 21
- Privately humiliated: 6
- Subjected to racially, ethnically, or religion-based offensive remarks or names: 16
- Subjected to offensive sexist remarks or names: 10
- Subjected to unwanted sexual advances: 1
- Physically Harmed (e.g., shoved, slapped): 1
- Other discrimination or negative behaviors based on your personal characteristics or beliefs: 13
- Other: 19

Results of Incident Reports

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

- 13 were determined to be concerns other than mistreatment (i.e., FERPA or policy violations, grade appeal, etc.)
- 22 were treated as Level 1 interventions (single incident, feedback delivered on learning environment)
- 7 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)
- 1 was considered Level 4 (immediate action taken on teaching privileges/faculty appointment)
- 14 cases were interactions between medical students
- 2 were patient to student interactions
- 4 are still under review

Graduated Response to Mistreatment*



Vast majority of educators – No concerns about mistreatment

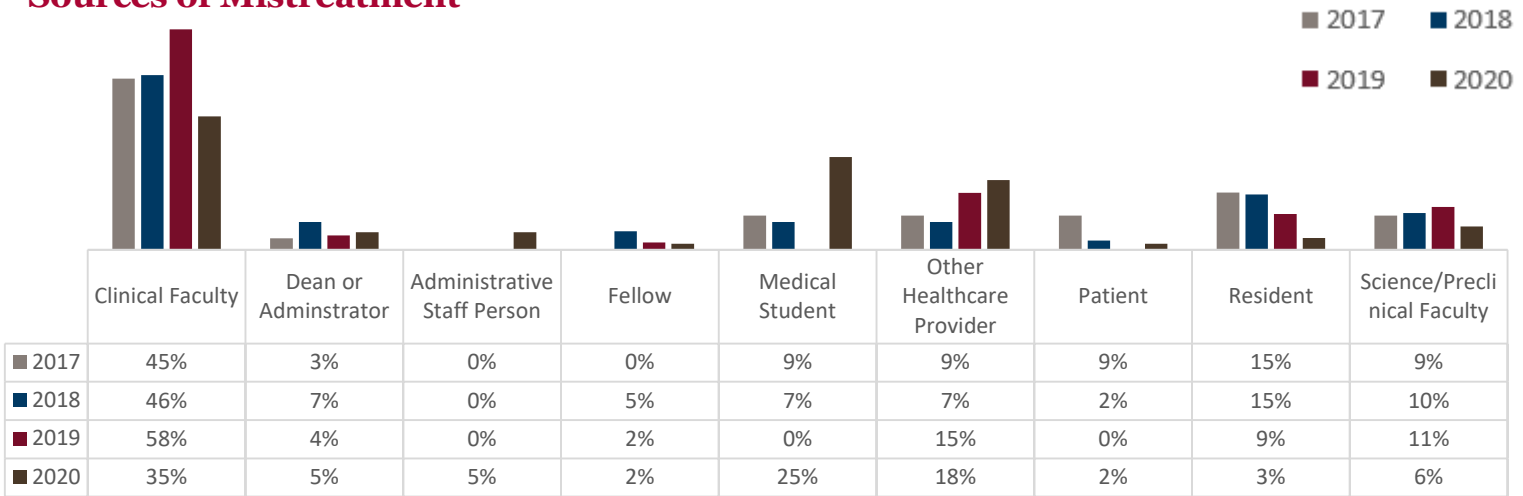
*Adapted from Hickson GB, Pichert JW, Webb LE, Gabbe SG. Acad Med 2007; 82:1040-48.



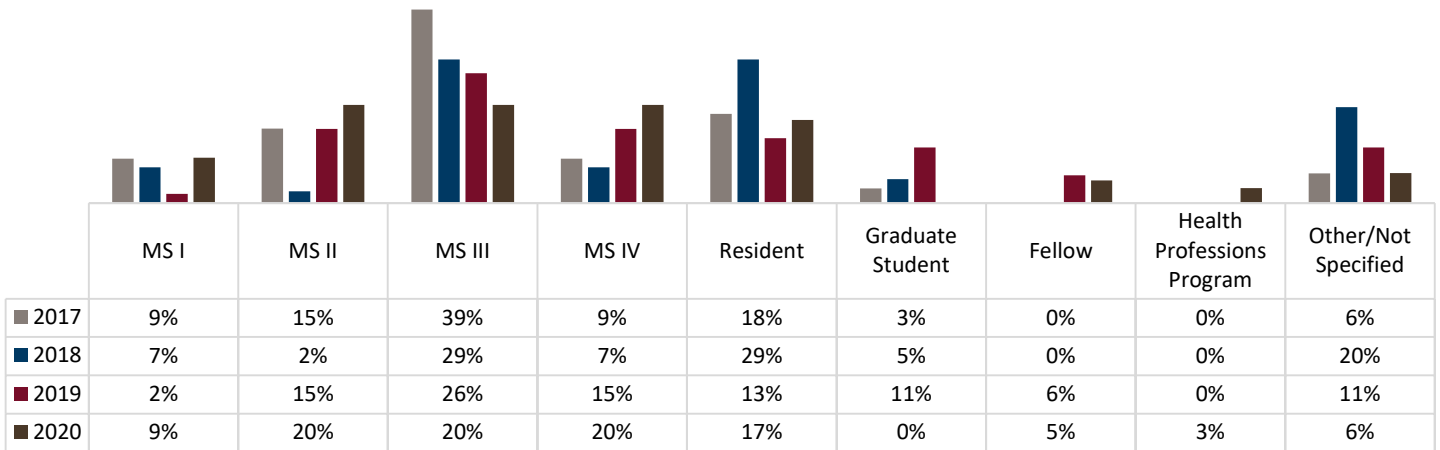
COMPARISONS OF INCIDENTS OF MISTREATMENT

Sources of Mistreatment

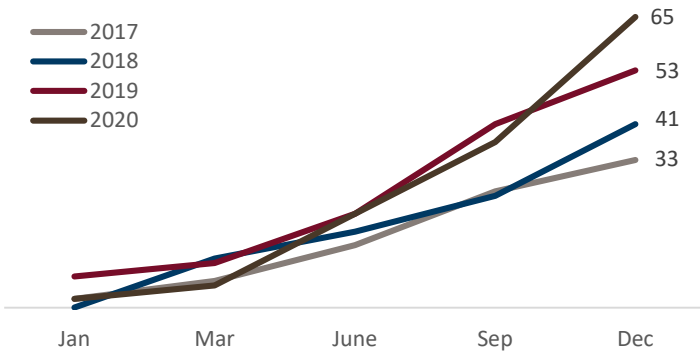
Comparisons of Mistreatment Data



Complaints Received From/On Behalf Of



Number of Incident Reports*



*Based on AAMC GQ data trends, the increase in incident reporting over the last several years is in part due to a higher level of trust and comfort among learners in using the IUSM mistreatment reporting system.

Results of Incident Reports

