



**Area: University of Oklahoma School of Community Medicine PA Program, Tulsa**  
**Title: PA Student Mistreatment Policy**

This policy defines the policy and procedure for reporting student mistreatment. The definition of mistreatment may be found in the Guidelines for the Teacher-Learner Relationship Policy.

**NOTE:** Issues related to Sexual Harassment/Assault (Appendix H), Consensual Sexual Relations (Appendix I), or related to Racial or Ethnic Harassment (Appendix J) are specifically addressed in the Health Sciences Center Faculty Handbook and are to be reported to the University Office of Equal Opportunity, Room 113 of the Service Center Building, 405-271-2110. They are not explicitly incorporated into this policy.

**1. Education**

Disseminate the document: *Guidelines for the Teacher-Learner Relationship.....*

- a. to students
- b. to faculty members
- c. to residents
- d. preceptors
- e. course directors

Disseminate the expectation that Course Directors will inform students of their right to report perceived mistreatment as a part of the orientation of students to their rotations. Course Directors will be encouraged to actively and regularly solicit feedback from students on the nature of the educational environment they experience.

Disseminate to all students, Course Directors, and Department Chairs the reporting and evaluation processes which are available to students if mistreatment is perceived.

## 2. Evaluation and Reporting of Perceived Mistreatment

Several options exist for reporting, evaluating, and resolving issues of perceived PA student mistreatment. The affected student, or a witness to student mistreatment, may select from among the following processes:

- As “adult learners” PA students are encouraged to address perceived breaches of the principles of the ideal teacher-learner relationship directly to involved parties. Utilization of this option does not require that any documentation be maintained or other steps taken if satisfactory resolution is achieved.
- A student who perceives that the principles of the ideal teacher-learner relationship have been breached may choose to report the alleged incident(s) to the **Course Director** for the involved course, clerkship, or rotation. The student may also elect to contact the PA Program Director or the Associate Dean for Academic Services.

Course Directors shall provide the student an impartial hearing, and gather information from others as necessary, while maintaining the confidentiality of the involved parties consistent with information gathering. Appropriate protection of the accused must be preserved. If the issue is resolved to the satisfaction of the student, the respondent, and the Course Director, the issue will be considered closed.

The Course Director shall submit a report to the PA Program Director, which summarizes the essence of the complaint, its evaluation, and the nature of its resolution. Identity of the principals may remain anonymous. A record will be maintained by the PA Student Progress Committee and reviewed to detect repetitive incidents or trends toward which additional educational or corrective efforts should be directed.

The affected student may report perceived breaches of the ideal teacher-learner relationship directly to the **PA Program Director or Associate Dean for Academic Services in Tulsa.**

Information will be gathered initially from the affected student, and others will be consulted as necessary. Records of all such contacts will be maintained by the PA Student Progress Committee and used to determine the need for additional preventive educational efforts.

- Allegations of mistreatment may be made and investigated without fear of retaliation. Retaliation is governed by the Retaliation Statement in the University of Oklahoma Non-Discrimination Policy which strictly prohibits retaliation associated with any form of adverse action against a person because of his or her filing of a complaint of discrimination or harassment and/or participating or assisting in any manner with an investigation or resolution of a complaint of discrimination or harassment. Adverse action includes, but is not limited to, making threats, intimidation, reprisals, or any other adverse action relating to employment, academic, health care, or institutional benefits.