	Johns Hopkins Medicine <b>School of Medicine Student and Trainee Policies</b> <b>General</b>	<i>Policy Number</i>	GEN003
		<i>Effective Date</i>	03/04/2021
	<i>Subject</i> <b>JHU School of Medicine Learner Mistreatment, Harassment, and Discrimination - Responsibilities and Expectations of Learners</b>	<i>Page</i>	1 of 2
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**Keywords:** discrimination, harassment, mistreatment

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## I. RESPONSIBILITIES AND EXPECTATIONS OF LEARNERS

Learners have a responsibility to treat fellow learners, teachers, and others in a respectful, collegial, professional, and civil manner. At the same time, learners should expect to be treated similarly by everyone in the learning environment. Learners may address situations in which they feel that they have been subjected to mistreatment, harassment, and/or discrimination.

- **Johns Hopkins University School of Medicine learners should not be publicly embarrassed or humiliated.** The history of academic medicine culture unfortunately includes intimidation and rites of passage. Some learners may feel that these methods are expected or typical, and some educators view these as effective educational tools. However, intimidation contributes to burnout and stress, and to feelings of embarrassment and humiliation. While public correction is often necessary to ensure that all learners understand the correct answers and expectations, respectful interactions are always the expectation to preserve dignity and a supportive learning environment.
- Learners perform at their best when they experience safe and fair learning environments. **Learners should not be asked or required to perform personal services, be threatened with physical harm, be physically harmed, be subjected to unwanted sexual advances, or be asked or required to exchange sexual favors for grades or other rewards.** These behaviors are not only unwarranted but are also considered bullying and discriminatory treatment, and may result in disciplinary measures.
- **Learners should expect to be evaluated or graded based on performance, effort, professional behavior, integrity, achievement and progress toward achieving the educational objectives of the curriculum and training program.** Being evaluated or graded based on any criteria other than objective performance/merit, for example based on demographic characteristics or identity (i.e. gender, race, ethnicity, religion, language, sexual orientation, etc.) may rise to the level of discrimination prohibited by University policy and result in disciplinary measures.
- **Learners should not be subjected to differential treatment (e.g., denial of a training opportunity) based on demographic or identity (i.e., gender, race, ethnicity, language, religion, sexual orientation, etc.)** This may rise to the level of discrimination prohibited by University policy and result in disciplinary measures.

Johns Hopkins strives to create an **inclusive environment**. Learners who feel included and confident to share their full and dynamic identities with their faculty and peers are also more engaged in their learning environment and with their academic and scholarly pursuits.

- **Johns Hopkins University School of Medicine learners should not be subjected to sexist, racially or ethnically offensive remarks or names, or to offensive remarks or names related to sexual orientation or any other protected status.** Such conduct may rise to the level of discriminatory harassment prohibited by University policy and subject to disciplinary measures.
- **We should all take every opportunity to praise those around us when praise is due, as it often is.** Even seemingly trivial, positive comments or actions have the ability to make others feel better about their work and themselves. Mary Rowe at MIT defines **micro-affirmations** as “*apparently small acts, which are often ephemeral and hard-to-see, events that are public and private, often unconscious but very effective, which occur wherever people wish to help others to succeed.*” She notes that “Micro-affirmations are tiny acts of opening doors to opportunity, gestures of inclusion and

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caring, and graceful acts of listening. Micro-affirmations lie in the practice of generosity, in consistently giving credit to others—in providing comfort and support when others are in distress, when there has been a failure at the bench, or an idea that did not work out, or a public attack.

All learners in the Johns Hopkins School of Medicine should complete “*Discrimination and Harassment Prevention Training Module (Title IX Training)*” on MyLearning to become familiar with how to recognize, prevent, and respond to discrimination and harassment in the work and learning environment.

All learners should be aware of the following resources:

- Learners who have experienced or witnessed learner mistreatment may report the incident to a faculty member, advisor, mentor, course/clerkship/program director, or Assistant or Associate Dean. They may also submit a complaint via the “Resources for Reporting Mistreatment” website at : <http://mistreatment-reporting.med.jhmi.edu/>
- JHUSOM Policy on Conduct in Teacher/Learner Relationships: <https://www.hopkinsmedicine.org/som/faculty/downloads/clean-teacher-learner-guidelines-policy.pdf>
- JHU Sexual Misconduct Policy and Procedures: <http://sexualassault.jhu.edu/policies-laws/>
- **Disruptive behavior, bullying, workplace violence, and other forms of mistreatment may be reported to Safe at Hopkins:** <http://www.safeathopkins.org/>
- **Harassment and/or discrimination may be reported to the JHU Offices of Institutional Equity and Workforce Diversity at:** <http://www.safeathopkins.org/resources/johns-hopkins/offices-of-institutional-equity-and-workforce-diversity/> or <http://oie.jhu.edu> or at (410) 516-8075.
- **Sexual Assault may be reported at** <http://sexualassault.jhu.edu> or through the Title IX Coordinator/Office of Institutional Equity via the contact information above. The primary confidential resource for students at the University is the JHU Sexual Assault Help Line at (410) 516-7333. Emotional support and counseling are available through the following additional confidential resources: University Health Services – Mental Health at (410) 955-1892, the Johns Hopkins Student Assistance Program (JHSAP) at (443) 287-7000 or (866) 764-2317, or the Faculty & Staff Assistance Program (FASAP) at (443) 997-7000 or (866)-764-2317.
- If you are unsure about where to report acts of mistreatment, do so to the relevant assistant, associate or vice dean.