

PAS Program Student Mistreatment Policy

1. The PAS program is committed to maintaining a professional, respectful, and psychologically safe learning environment. The program maintains a zero-tolerance approach to student mistreatment. This policy is defined, published, consistently applied, and made readily available to all PAS students, faculty, staff, and clinical preceptors, and covers all educational settings.
2. Student mistreatment is behavior that shows disrespect for students and unreasonably interferes with their learning process or professional development. These behaviors are inconsistent with professional standards and undermine the educational environment. Mistreatment may occur as a single severe incident or repeated behaviors and may be intentional or unintentional. When assessing behavior, students are encouraged to consider the context, conditions, and circumstances surrounding the interaction. Mistreatment does not include:
 - a. Constructive, performance-based feedback delivered respectfully
 - b. Appropriate academic or clinical supervision
 - c. Reasonable corrective actions based on a student's performance
3. Mistreatment includes, but is not limited to:
 - a. Harmful, injurious, or offensive conduct
 - b. Verbal attacks, insults, or unjustifiably harsh language
 - c. Public belittling or humiliation
 - d. Discrimination, harassment, or intimidation
 - e. Retaliation for reporting concerns or participating in an investigation
 - f. Physical aggression (e.g., hitting, slapping, or threatening behavior)
 - g. Requiring performance of personal or non-educational services (e.g., errands, babysitting)
 - h. Assigning tasks for punishment rather than educational purposes
 - i. Intentional neglect, exclusion, or lack of communication that impairs learning
 - j. Disregard for student safety
 - k. Exclusion from reasonable educational opportunities without justification
 - l. Other behaviors that undermine the learning environment or violate the trust between teacher and learner
2. All PAS personnel and students share responsibility for fostering a culture of respect and professionalism. Faculty, staff, clinical preceptors, and fellow students are expected to:
 - a. Treat students with dignity, respect, and professionalism
 - b. Provide constructive, timely, and educational feedback
 - c. Maintain a safe and supportive learning environment
 - d. Ensure learning activities are appropriate to the student's level of training
 - e. Avoid use of students for non-educational or personal tasks
3. Students are encouraged to report student mistreatment early, even if concerns seem minor, to allow timely intervention.
4. Students may report concerns through any of the pathways below. Multiple reporting pathways are intentionally provided to reduce barriers and allow students to choose the most appropriate option. Students may report concerns via email, phone, virtual meeting, or in person.
 - a. PAS program reporting options include: PAS Department Chair and/or Program Director, PAS program faculty/advisor.

- b. University reporting offices are available through the [Division of Equity and Inclusion Reporting Incidents](#) webpage and the [Division of Student Affairs Student Complaint and Concern Process](#) webpage.
 - c. For concerns primarily related to academic evaluation or grading, students should refer to the PAS Student Academic Grievance Procedure.
- 5. Reports may be submitted confidentially when possible. Anonymous reports are accepted; however, they may limit the program's ability to fully investigate. The program will make reasonable efforts to protect confidentiality and will share information only with individuals who have a legitimate need to know.
- 6. Reports made in good faith will not result in academic or disciplinary consequences for the reporting individual. Retaliation against any individual who reports mistreatment or participates in an investigation is strictly prohibited. Retaliation may include intimidation, grading penalties, exclusion from educational opportunities, or other adverse or professional actions. Any individual engaging in retaliation will be subject to corrective or disciplinary action in accordance with university policy.
- 7. Faculty, staff, and clinical preceptors who observe or become aware of potential mistreatment are expected to report concerns through appropriate channels in a timely manner.
- 8. Upon receiving a report, the appropriate supervisor or university office will review the concern and determine whether an informal resolution or formal investigation is warranted. All reports will be addressed in a fair, objective, consistent, and timely manner. Responsibility for review and investigation will be determined based on the nature of the concern and may involve PAS program leadership and/or appropriate university offices. The process includes:
 - a. Acknowledge receipt of the concern
 - b. Gather preliminary information
 - c. Determine whether the issue can be resolved informally or requires formal investigation
 - d. Initial response when reported to the PAS program is expected within five (5) working days.
 - e. If warranted, a formal review may include
 - i. Interviews with involved parties
 - ii. Review of relevant documentation
 - iii. Consultation with appropriate university offices
 - f. When appropriate, interim measures may be implemented to protect students during review, including:
 - i. Modification of clinical or classroom assignments
 - ii. Changes in supervision
 - iii. Temporary removal from a learning environment
 - g. Based on the findings, actions may include
 - i. Counseling or feedback
 - ii. Required training or professional development
 - iii. Modification of teaching or supervisory responsibilities
 - iv. Removal of a clinical preceptor from student supervision
 - v. Referral to formal university disciplinary processes

- h. All actions taken will align with university policies, employment agreements, and clinical affiliation agreements.
 - i. When appropriate, the program will also provide support resources to affected students.
 - j. Individuals accused of mistreatment will be informed of the concerns and given an opportunity to respond.
 - k. The program will make reasonable efforts to communicate outcomes or resolution status to the reporting individual, as appropriate and permitted by confidentiality requirements.
- 9. Students who wish to pursue further review may appeal to the appropriate appointing officer. If the appointing officer is unclear, students may seek guidance from the Dean of Students Office for assistance. If the supervisor serves as the appointing officer, the appeal may be directed to the appropriate executive officer (e.g., Vice President or Provost). A response to the appeal is expected within ten (10) working days. Decisions at this level are final.
- 10. Reports and investigation outcomes will be documented and maintained in accordance with university policies. Documentation will be used, in aggregate, to monitor trends and inform program improvements. Access to records will be limited to individuals with a legitimate educational or administrative need.
- 11. This policy should be interpreted in conjunction with applicable university policies, including:
 - a. Title IX and sexual misconduct policies
 - b. Student conduct policies
 - c. Academic grievance procedures
- 12. The PAS program promotes prevention of mistreatment through:
 - a. Student, faculty, and preceptor education
 - b. Ongoing reinforcement of professional expectations
 - c. Monitoring of the learning environment through course, clinical, and program evaluations
 - d. Periodic review of aggregated data to identify trends and guide continuous quality improvement efforts