

*Adopted as policy September 14, 2017
Revised Summer 2017*

The Larner College of Medicine at the University of Vermont is committed to maintaining an environment in which faculty, fellows, residents, students, visiting students, nurses, patients, standardized patients, other health care professionals, and staff (collectively, referred to here as "Community") can work together freely to further education and research and to provide the highest level of patient and family centered care, whether in the classroom, the laboratory, or the clinical setting. Our goal is to train physicians to meet high standards of professionalism and to practice in environments where effective, humane, and compassionate patient care is paramount. We affirm our commitment to creating and maintaining a community that supports and encourages respect for every individual.

The Larner College of Medicine equally recognizes that each member of the Community should be accepted as an autonomous individual and treated civilly, without regard to their race, color, religion, sex, gender

criticism are essential for learning and should not be confused with mistreatment.

Conflicts between freedom of expression and the right to be free from abuse will be given careful consideration to appropriately protect the rights of all parties involved.

To ensure the implementation of the principles described

meeting their educational needs.

7. A pedagogically competent teacher communicates the objectives of the educational experience to students, is aware of alternative instructional methods or strategies, and selects methods of instruction that are effective in helping students to achieve course or rotation objectives.
8. Student grades, letters of evaluation, attendance records, and private communications are treated as confidential materials by all members of the Community in accordance with the requirements of the Family Educational Rights and Privacy Act (FERPA: [http://www.ferpa.gov/6.7413\(a\)9\(t\)5\(e\)58t6.7413\(Spa d\(g\)\)TBT1 475F\)ETBT1 475F](#)

Sexual Harassment and Misconduct may be reported to the Campus Victim's Advocate where the discussions will be kept confidential to the extent permitted by state and federal law.

If an incident occurs at an affiliated clinical institution (each referred to here as an "Affiliate"), the violation must ALSO be reported to the Chief Medical Officer and Vice President of Human Resources at the Affiliate if it involves an employee of such institution. Complaints filed with the Office of Affirmative Action and Equal Opportunity or with the Department of Human Resources at the Affiliate will be primarily handled according to the standard procedures of those offices.

Outcomes of investigations by the University's Office of Affirmative Action and Equal Opportunity will be provided to College of Medicine officials in accordance with the procedures of the AAEO Office. If a student is found responsible for

Affiliate or officials considering appeals from such decisions will be referred back to the Dean of the College of Medicine, the Associate Dean for Students (if a student is involved) and, if appropriate, the relevant department chair. Information about the outcome of such investigations will also be shared with the Director of the University's Office of Affirmative Action and Equal Opportunity.

c. Complaints Alleging Other Violations of this Policy

- i. Initial informal complaints may be made orally. Those who wish to make a formal complaint or advance

For a complaint against a University of Vermont Medical Center staff member, or a staff member of an Affiliate, the committee will generally include: the appropriate staff

The Office of Affirmative Action and Equal Opportunity (AA/EO)

<http://www.uvm.edu/~aaeo/>

Campus Advocacy Program

<https://www.uvm.edu/~women/?Page=cap.html&SM=capmenu.html>