

	Issue/Complaint	Method	Report Review	Intervention
<b>Immediate</b>	Student desires immediate, real-time intervention.	<p><i>Anonymous OR Confidential/SOM</i></p> <p><a href="#">SAFE Online Reporting Form</a></p> <hr/> <p><i>Confidential/SOM</i></p> <p>Direct Report to Associate Dean for Students</p>	Associate Dean for Students is the primary reviewer. The Associate Dean will determine if the issue requires review by the Office for Prevention of Harassment and Discrimination (OHPD) and/or the Office of Ethics and Compliance (OEC).	Associate Dean for Students acts on report immediately: <ul style="list-style-type: none"> <li>• Discusses with student the desired timing of intervention;</li> <li>• Decides on appropriate faculty remediation and any intervention needed for future students.</li> <li>• Decides on need to report to OPHD Title VII/IX and/or OEC</li> </ul>
<b>After Clerkship</b>	Student wants to provide feedback on the way in which faculty/residents treated them or others; student is ok with or desires a delay in intervention until after the course/clerkship has ended.	<p><i>Confidential/SOM</i></p> <p>RESPECT Questions in Faculty and Resident Evaluations</p>	Faculty and Resident RESPECT scores rated 3 or less are sent to and reviewed by the Associate Dean for Students and the appropriate clerkship director/coordinator. Faculty and residents receive their aggregate, de-identified data after a sufficient number of evaluations are received to ensure confidentiality.	Associate Dean for Students contacts clerkship directors to develop remediation plan for faculty and residents. The student's name is not released to protect confidentiality. The Associate Dean contacts the Department Chair for recurrent issues and when multiple people within a department have low respect scores.
<b>Investigation</b>	Individual believes they have been subjected to discrimination, harassment or retaliation in violation of University policy	<p><i>Confidential/Campus</i></p> <p><a href="#">Office for Prevention of Harassment and Discrimination</a></p>	Complaint will be sent to a case officer in the OHPD who will review and determine what actions should be taken. This may take place simultaneously with the immediate intervention strategy outlined above	OHPD investigates complaints across campus; investigations will take months to complete. Interim measures may be recommended if the situation is severe enough.