

Medical Education Methods for Reporting Mistreatment, Microaggression & Discrimination

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

Aggregated mistreatment reports are reviewed twice a year at Student Government and Curriculum Governance committees.