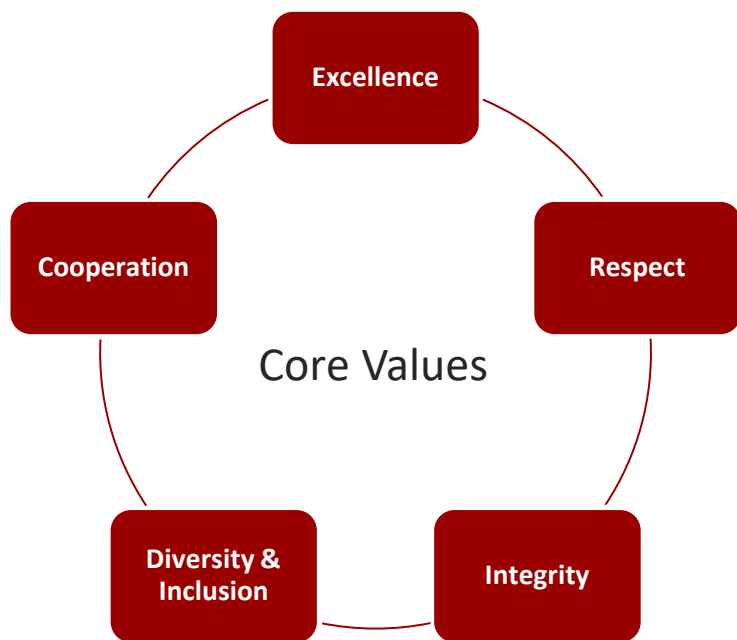




INDIANA UNIVERSITY SCHOOL OF MEDICINE

**Promoting an Inclusive Learning Environment  
and Addressing Mistreatment**

2023 ANNUAL REPORT



## **IU School of Medicine Honor Code**

For more information about the school's Core Values, review the [Honor Code](#) and the [Honor Code Policy and System](#).

Related definitions and resources, FAQ's and ways to report a concern, including the [Mistreatment Incident Report Form](#), can also be found on the [Honor Code webpage](#).

[Take the pledge](#) to signify your recommitment to the Honor Code.

## **Mistreatment System Triage Team**

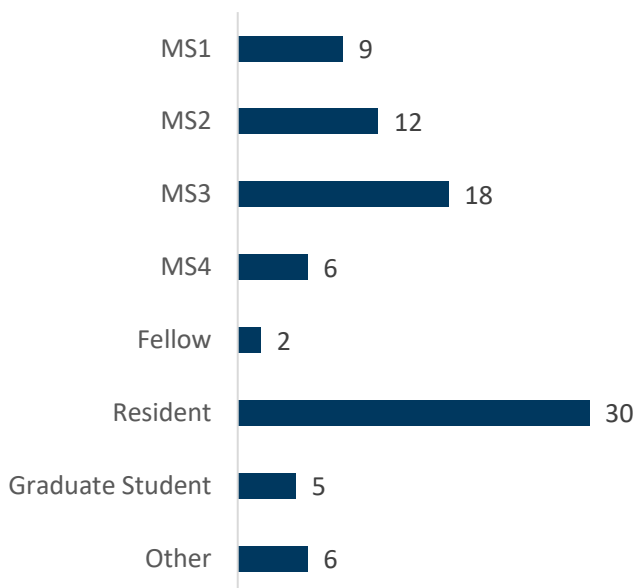
When a report is received through the [Mistreatment Incident Report Form](#), a team of individuals in leadership roles within the school are alerted and the response protocol is initiated. The mistreatment system triage team consists of the following individuals:

- Mary Dankoski, Executive Associate Dean for Faculty Affairs & Professional Development
- Jennifer Choi, Senior Associate Dean for Graduate Medical Education
- Michelle Howenstine, Senior Associate Dean for Graduate Medical Education and Continuing Education in Health Professions
- Zeina Nabhan, Associate Dean for Graduate Medical Education
- Bradley Allen, Senior Associate Dean for Medical Student Education
- Emily Walvoord, Associate Dean for Medical Student Affairs
- Alvaro Tori, Senior Associate Dean for Diversity Affairs
- Tom Hurley, Associate Dean for Graduate Education
- Neelam Chand, Executive Director, Faculty Affairs
- Rebekah Eichholtz, Assistant Director of Faculty Relations
- IU Legal counsel
- IU Indianapolis OIE when warranted

## Data Reported between January 1 – December 31, 2023

### Complaints Received From/On Behalf Of

(not including incomplete submissions)



### Incident Report Data

Number of Incidents	154
Number determined to be mistreatment	50
Currently Under Review	7
Closed	147
Median Number of Days from Report to Triage*	0
Average Days from Triage to Close*	27
Submitted on Behalf of Learner	16
Submitted by Learner - Anonymous	18
Submitted by Learner - Confidential	54
Incomplete Submissions	66

**Learners who report confidentially receive follow-up information.**

\*Note: these numbers do not include Incomplete Submissions

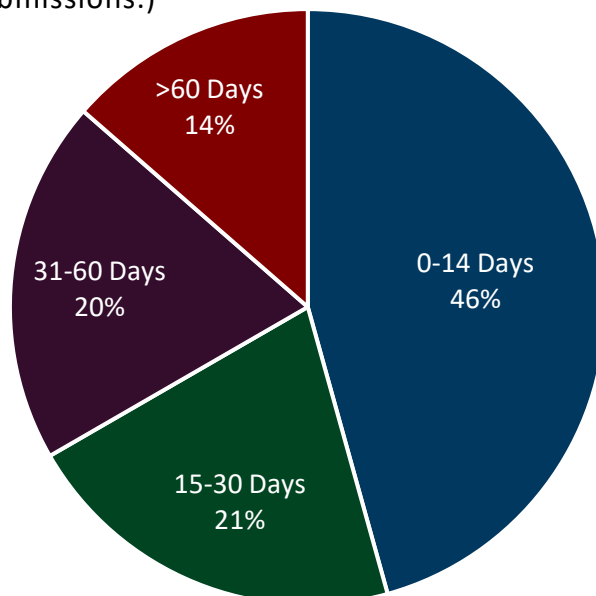
### Sources of Mistreatment

The indicated source of mistreatment per incident are as follows for closed cases, not including those that were incomplete submissions:

- Clinical Faculty: 32
- Dean or Administrator: 4
- Administrative Staff Person: 5
- Science/Preclinical Faculty: 7
- Medical Student: 10
- Resident: 13
- Fellow: 6
- Other: 11

### Duration of Incident Reports

Although the average days from triage to close is 27, almost half the cases were closed in less than 2 weeks. (The chart below is based on the closed cases not including incomplete submissions.)



# INCIDENTS OF MISTREATMENT (CONTINUED)

## Categories of Mistreatment

The indicated category of mistreatment reported are as follows: (Total number is higher than number of incidents due to ability to select more than one category. This data does not include information from incomplete submitted reports.)

- Publicly humiliated: 42
- Privately humiliated: 22
- Denied opportunity for training or rewards based on gender: 2
- Denied opportunity for training or rewards based on race, ethnicity, or religion: 4
- Received lower evaluations or grades solely because of gender: 2
- Received lower evaluations or grades solely because of race, ethnicity, or religion: 1
- Required to perform personal services: 2
- Subjected to offensive sexist remarks or names: 8
- Subjected to racially, ethnically, or religion-based offensive remarks or names: 15
- Subjected to offensive remarks or names related to sexual orientation or gender identity: 10
- Subjected to unwanted sexual advances: 2
- Physically harmed (e.g., shoved, slapped): 3
- Threatened with physical harm: 1
- Other discrimination or negative behaviors based on your personal characteristics or beliefs: 29
- Other: 31

## Locations of Incident Reports

The majority of reports are from Indianapolis. Reports broken down by campus not including incomplete submissions:

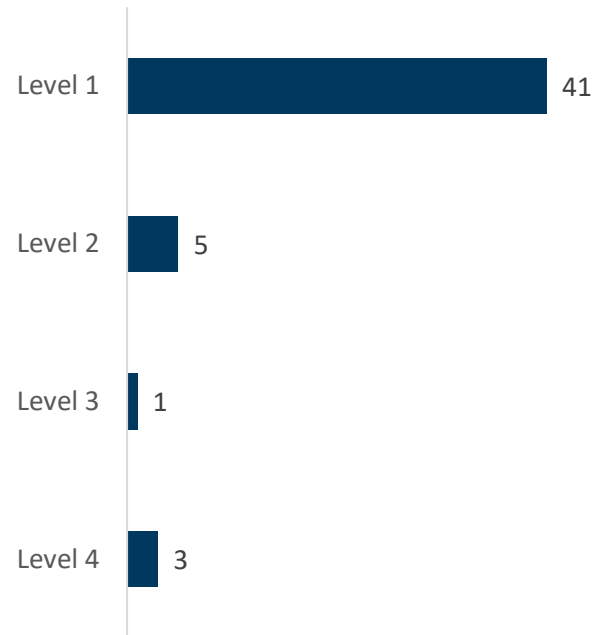
- Bloomington: 5
- Evansville: 7
- Fort Wayne: 2
- Indianapolis: 58
- Muncie: 4
- Northwest: 4
- Terre Haute: 2
- West Lafayette: 1
- Unspecified: 5



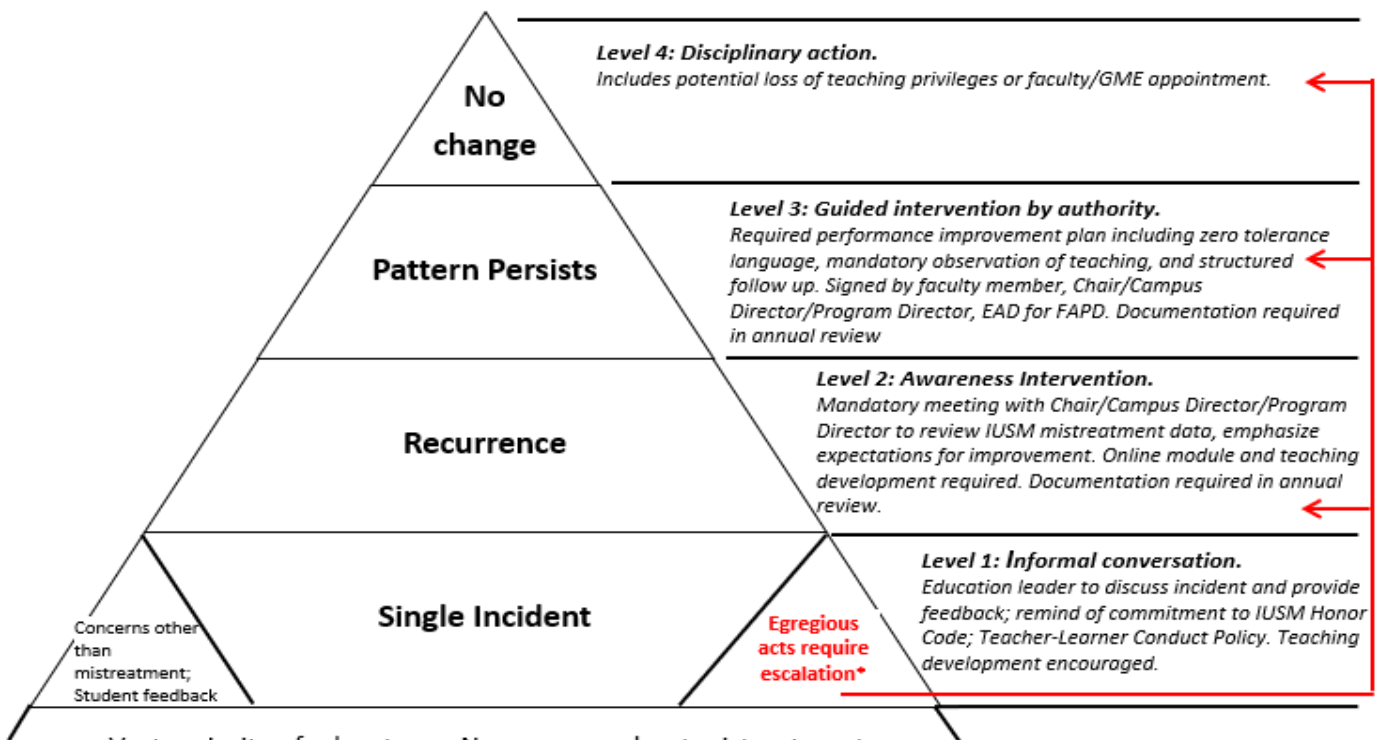
## Results of Incident Reports

Of the closed cases (Refer to the Graduated Response to Mistreatment below for explanation regarding levels\*):

- 41 were treated as Level 1 interventions (single incident, feedback delivered on learning environment)
- 5 were treated as Level 2 interventions (second incident of a similar nature, feedback delivered and given professional and teaching expectations)
- 1 was treated as Level 3 intervention (action taken on teaching privileges, guided intervention)
- 3 were considered Level 4 (immediate action taken on teaching privileges/faculty appointment)
- 11 were student-to-student interactions
- 20 were determined to be concerns other than mistreatment according to definitions under policy
- 66 were considered to be incomplete submissions



## Graduated Response to Mistreatment\*



Vast majority of educators – No concerns about mistreatment

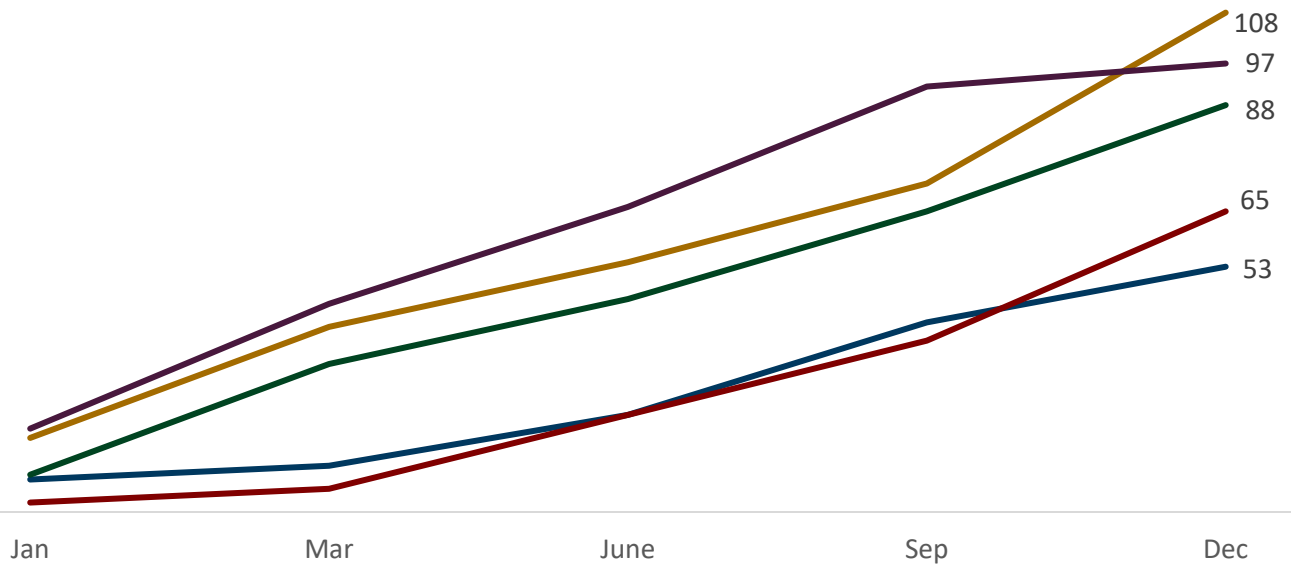
\*Adapted from Hickson GB, Pichert JW, Webb LE, Gabbe SG. Acad Med 2007; 82:1040-48.

# 5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT

## Number of Incident Reports\*

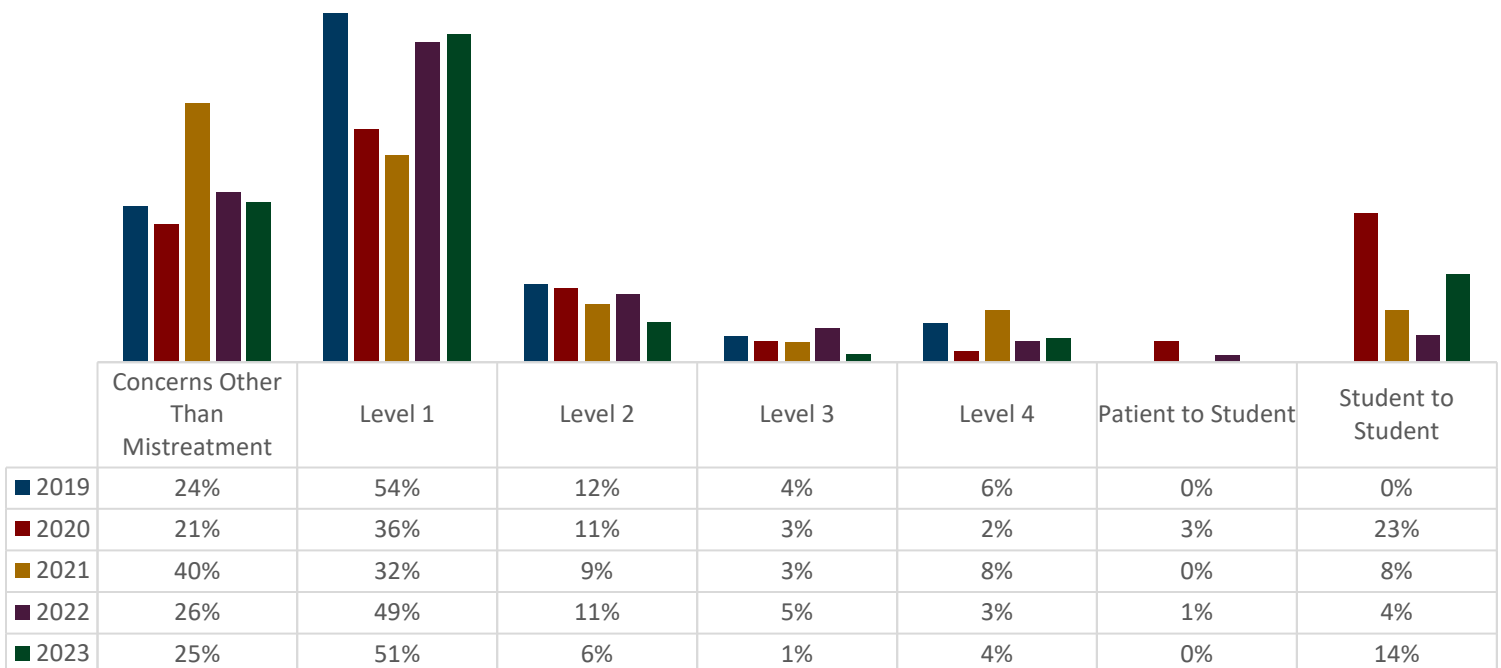
### Comparisons of Mistreatment Data

■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023



\*The number of incident reports do not include incomplete submissions.

## Results of Incident Reports

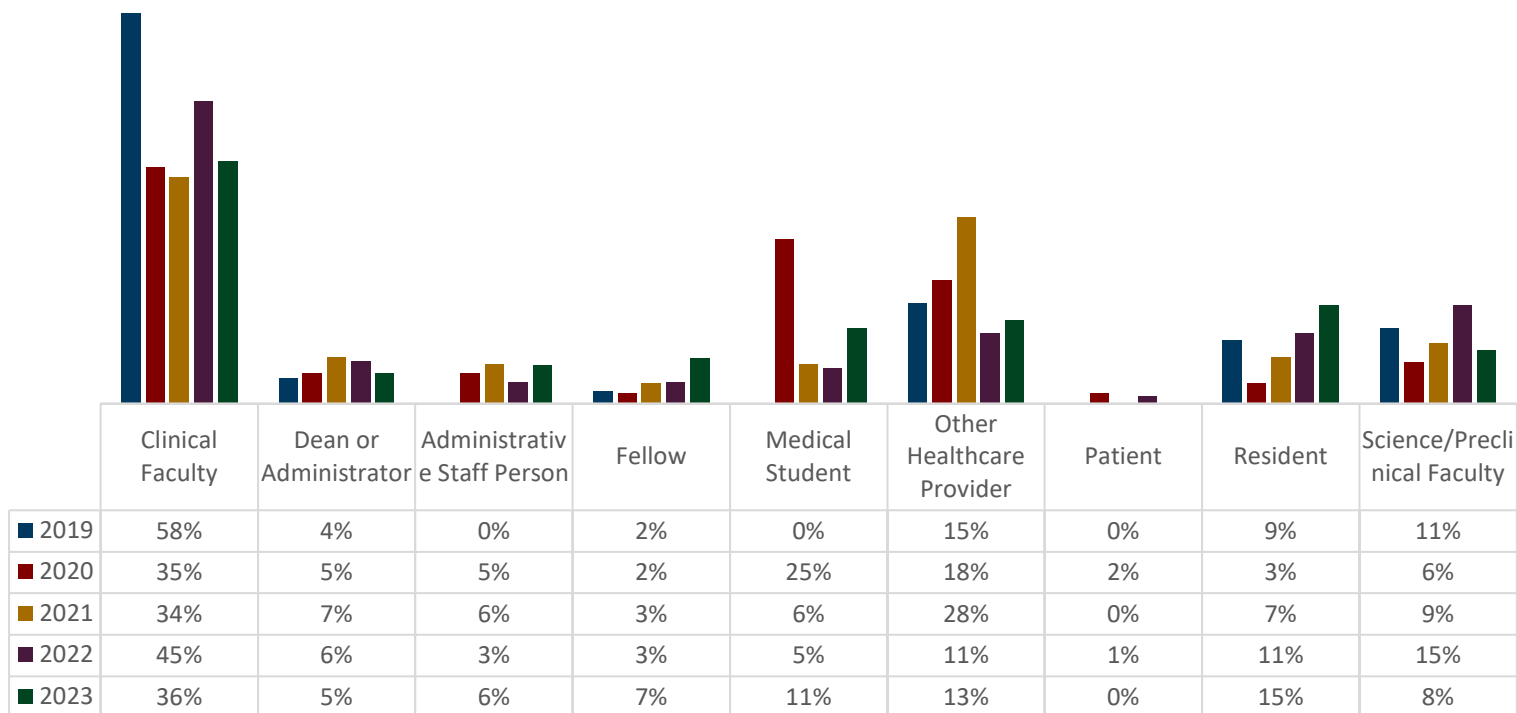


# 5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT (CONTINUED)

## Sources of Mistreatment

### Comparisons of Mistreatment Data

■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023



## Complaints Received From/On Behalf Of

