I. Statement of Philosophy

The University of Texas Medical Branch School of Medicine is committed to fostering an environment that promotes academic and professional success in learners and teachers at all levels. The achievement of such success is dependent on an environment free of behaviors which can undermine the important missions of our institution. An atmosphere of mutual respect, collegiality, fairness, and trust is essential. Although both teachers and learners bear significant responsibility in creating and maintaining this atmosphere, teachers also bear particular responsibility with respect to their evaluative roles relative to student work and with respect to modeling appropriate professional behaviors. Teachers must be ever mindful of this responsibility in their interactions with their colleagues, their patients, and those whose education has been entrusted to them.

II. Responsibilities of Teachers and Learners

A. Responsibilities of teachers
   1. Treat all learners with respect and fairness.
   2. Treat all learners equally regardless of age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation.
   4. Be on time for all educational activities.
   5. Grade or evaluate all learners based on demonstrated ability, according to the objectives and standards of the course.
   6. Provide timely feedback with constructive suggestions and opportunities for improvement/remediation when needed.

B. Responsibilities of learners
   1. Treat all fellow learners and teachers with respect and fairness.
   2. Treat all fellow learners and teachers equally regardless of age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation.
   3. Commit the time and energy to your studies necessary to achieve the goals and objectives of each course.
   4. Be on time for all educational activities.
   5. Communicate timely feedback regarding your educational experiences in a respectful and professional manner.

III. Teacher and Learner Behaviors Inappropriate to the Educational Setting

These behaviors are those which demonstrate disrespect for others or lack of professionalism in interpersonal conduct. Although there is inevitably a subjective element in witnessing or experiencing some behaviors, certain actions are clearly inappropriate and will not be tolerated by the institution. These include, but are not limited to, the following:

   1. Unwanted physical contact (e.g. hitting, slapping, kicking, pushing) or the threat of the same, as defined by the Workplace Violence Policy;
   2. Sexual harassment or sexual misconduct, as defined in IHOP 3.2.4;
   3. Consensual romantic relationships between teachers and learners, as defined by IHOP 3.2.5;
   4. Harassment based on age, gender, race, ethnicity, national origin, religion, disability or sexual orientation;
   5. Loss of personal civility including shouting, personal attacks or insults, displays of temper (such as throwing objects) or public humiliation of another person;
6. Discrimination in teaching and assessment based upon age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation;
7. Requests for others to perform inappropriate personal errands or duties unrelated to the learning environment;
8. Grading/evaluation on factors unrelated to performance, effort, or level of achievement, including a career interest in the teacher’s specialty.

IV. **Avenues for Addressing Inappropriate Teacher and Learner Behavior in the Educational Setting**

*When a learner has a concern about a teacher or other learner’s behavior*

- **Informal options** (generally unofficial, unbinding, or anonymous)
  - Include in a course evaluation
  - Address directly with the person who is the subject of the learner’s concerns

- **Intermediate options** (have the option of being anonymous or progressing to a more formal report)
  - Contact the Student Ombudsman (info at [http://www.utmb.edu/ombudsman](http://www.utmb.edu/ombudsman) or 409-747-9055)
  - Submit a report to the Professionalism webpage (info at [http://www.utmb.edu/professionalism](http://www.utmb.edu/professionalism))

- **Formal options** (generally on-the-record and non-anonymous)
  - Contact the person’s supervisor, Chair or Director
  - Contact the relevant course or clerkship director or Educational Affairs Dean

*When a teacher has a concern about a learner’s behavior*

- **Informal options** (generally unofficial, unbinding, or anonymous)
  - Address directly with the learner who is the subject of the teacher’s concerns

- **Formal options** (generally on-the-record and non-anonymous)
  - Include as part of the learner’s grade or evaluation relevant to professional behavior
  - Contact the relevant course or clerkship director or Educational Affairs Dean

*If related to sexual misconduct or sexual harassment, the complainant should contact the Title IX officer (info at [http://www.utmb.edu/studentservices/titleix.asp](http://www.utmb.edu/studentservices/titleix.asp) or 409-772-2112) and consult the [UTMB Sexual Harassment and Misconduct Policy](http://www.utmb.edu/professionalism). UTMB employees and faculty members who are designated as Responsible Employees under the law, including administrators, supervisory staff, advisors, graduate teaching assistants, and faculty with teaching, advising, coaching, mentoring or clinical supervision responsibilities have mandatory reporting and response obligations and may not be able to honor a complainant’s request for confidentiality.*