



CMU

CARIBBEAN MEDICAL UNIVERSITY

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MISTREATMENT OF STUDENTS OR UNPROFESSIONAL BEHAVIOR

Caribbean Medical University is committed to providing a positive and supportive learning environment for all and has a zero-tolerance stance on the mistreatment of students, any incidents of discrimination, mistreatment or harassment of students.

We encourage students, faculty and staff to report incidents of learner mistreatment. Our online reporting form is secure and confidential, and reports may be made anonymously. All reporters will be protected from retaliation. Reports submitted through the form on CMU website will be delivered to the Student Mistreatment (Grievance Committee).

If you wish to report anonymously, the name and email fields are optional. We encourage you to provide as much information as possible so that we can efficiently follow up and resolve these occurrences. Reports will be handled confidentially.

DEFINITIONS:

Mistreatment

Caribbean Medical University defines mistreatment as:

- Public belittlement or humiliation.
- Threats of physical harm or actual physical punishment.
- Requirements to perform personal services (e.g., shopping).
- Being subjected to unwanted sexual advances.
- Being asked for sexual favors in exchange for desired grades.
- Being denied opportunities for training because of gender, race, ethnicity, sexual orientation, physical ability, or age.
- Being subjected to offensive remarks based on gender, race, ethnicity, or sexual orientation.
- Receiving low grades or negative evaluations because of gender, race, ethnicity, or sexual orientation.

Retaliation

Adverse action taken against an individual in response to, motivated by, or in connection with an individual's complaint of mistreatment, participation in an investigation of such complaint, and/or opposition of mistreatment in the educational or workplace setting.

Student Mistreatment (Grievance) Committee

The Grievance and SPAC committee ensures that reports are thoroughly investigated and resolved in a fair and timely fashion by the appropriate party; this committee also documents incident resolution information and informs the incident reporters of outcomes when appropriate.

POLICY

1. Caribbean Medical University prioritizes a safe, supportive, and professional learning environment, and as a result does not tolerate mistreatment of its students, by any individual, at any CMU educational or training site.
2. Anyone who witnesses or experiences student mistreatment at CMU educational or training site is strongly encouraged to report it.
3. All CMU faculty and staff who witness student mistreatment at CMU educational or training sites are required to report it.
4. No individual who in good faith reports or complains of mistreatment, or who provides information relevant to a mistreatment investigation or proceeding, may be subjected to retaliation.
5. False claims of mistreatment or unprofessionalism will not be tolerated.
 - A. A person will be held accountable for making a frivolous or malicious complaint of harassment.
 - B. Colleagues who in good faith assist others in raising a complaint of harassment by offering advice or moral support, or by giving testimony or documentary evidence in support of a complaint of harassment, are protected.
6. To report a mistreatment incident, individuals may use any of the following resources:
 - A. CMU Student Mistreatment or Unprofessional Behavior Reporting Form which allows the reporter to remain anonymous if desired.
 - B. Any of the following CMU personnel:
 - Jan Van Belleghem (Assistant Dean of Students)
 - Ali Ayubi MD (Dean of Academics)
 - Roeland Thomas (Dean of Students)
 - Michel Bult (Faculty)
7. Upon receiving a report of student mistreatment, the above personnel are required to complete the Student Mistreatment or Unprofessional Behavior Reporting Form if a report has not yet been submitted. Personnel submitting a report via the online form will respect the wishes of any student to remain anonymous.
8. Reports entered into the online reporting form will be automatically uploaded into a database that the Student Mistreatment (Grievance) Committee will use for tracking and quality improvement.
9. The Student Mistreatment (Grievance) Committee will review and forward reports of student mistreatment for investigation to ensure that incidents of mistreatment are addressed in a manner that is timely and fair to the concerned parties.
10. The Student Mistreatment (Grievance) Committee will document incident resolution information and inform incident reporters of outcomes, when appropriate.
11. All students (new and continuing), resident teachers, faculty teachers, and CMU administrative staff will receive annual training on identifying and reporting mistreatment and/or unprofessional behavior.