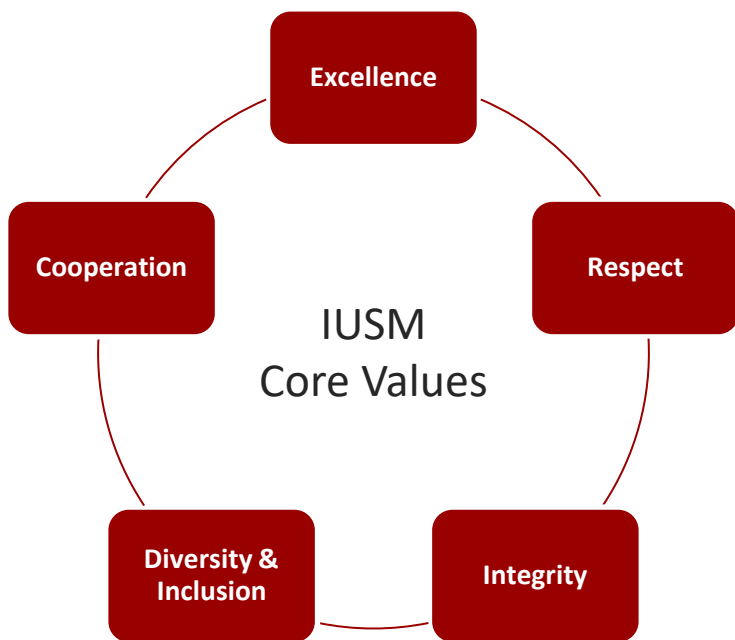




INDIANA UNIVERSITY SCHOOL OF MEDICINE

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

2024 ANNUAL REPORT



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

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

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

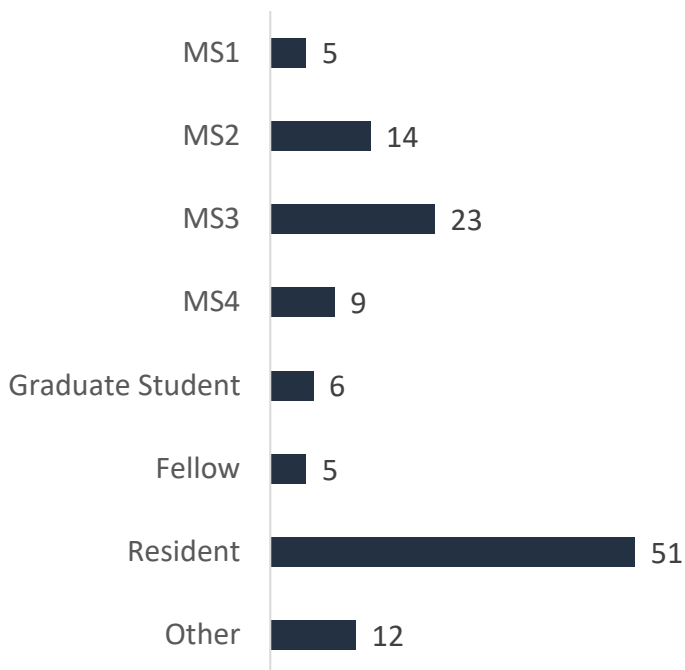
## **Mistreatment System Triage Team**

When a report is received through the [IUSM Mistreatment Incident Report Form](#), a team of individuals in leadership roles within IUSM 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
- Zeina Nabhan, Associate Dean for Graduate Medical Education
- Emily Walvoord, Interim Senior Associate Dean for Medical Student Education
- Megan Christman, Assistant Dean for Medical Student Education
- Jasmine Johnson, MD, Director of Holistic Student Success and Advocacy
- Alvaro Tori, Senior Associate Dean for Equity and Inclusion
- Tom Hurley, Associate Dean for Graduate Education
- Terri Christopher, Executive Director, Faculty Affairs
- Rebekah Eichholtz, Assistant Director of Faculty Relations
- Kenya Troutman, Faculty HR Team Lead
- IU Legal counsel
- IUI OIE when warranted

## Data Reported between January 1 – December 31, 2024

### Complaints Received From/On Behalf Of (not including incomplete submissions)



### Incident Report Data

<b>Number of Reports</b>	<b>190</b>
Currently Under Review	8
Report or Incident Closed	182
Incomplete Submissions	65
Reports determined to be mistreatment (Level 1-4)	81
Reports determined to be a concern other than mistreatment	25
Reports determined to be a student-to-student interaction	11
Median Number of Days from Report to Triage	0 (same day)
Average Days from Triage to Close	40
Submitted on Behalf of Learner	30
Submitted by Learner - Anonymous	27
Submitted by Learner - Confidential	68

Learners who report confidentially receive follow-up information.

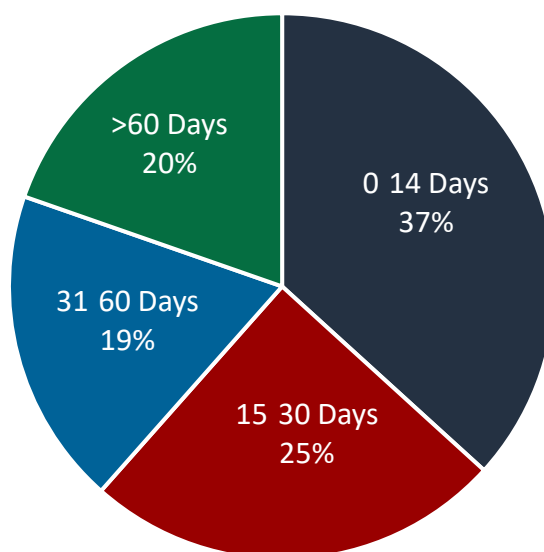
### Sources of Mistreatment

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

- Clinical Faculty: 62
- Dean or Administrator: 4
- Administrative Staff Person: 6
- Science/Preclinical Faculty: 5
- Medical Student: 12
- Resident: 10
- Fellow: 6
- Other (e.g. Nursing staff, other healthcare team members, etc.): 20

### Duration of Incident Reports

Although the average days from triage to close is 40, a third of the cases were closed in less than 2 weeks, and more than half were closed in less than 30 days. (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: 53
- Privately humiliated: 43
- Denied opportunity for training or rewards based on gender: 4
- Denied opportunity for training or rewards based on race, ethnicity, or religion: 2
- Received lower evaluations or grades solely because of gender: 1
- Received lower evaluations or grades solely because of race, ethnicity, or religion: 5
- Required to perform personal services: 1
- Subjected to offensive sexist remarks or names: 6
- Subjected to racially, ethnically, or religion-based offensive remarks or names: 19
- Subjected to offensive remarks or names related to sexual orientation or gender identity: 6
- Subjected to unwanted sexual advances: 5
- Physically harmed (e.g., shoved, slapped): 4
- Threatened with physical harm: 1
- Other discrimination or negative behaviors based on your personal characteristics or beliefs: 31
- Other: 47

### Locations of Incident Reports

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

- Bloomington: 3
- Evansville: 7
- Fort Wayne: 3
- Indianapolis: 83
- Muncie: 7
- South Bend: 2
- Terre Haute: 7
- West Lafayette: 3
- Unspecified: 11

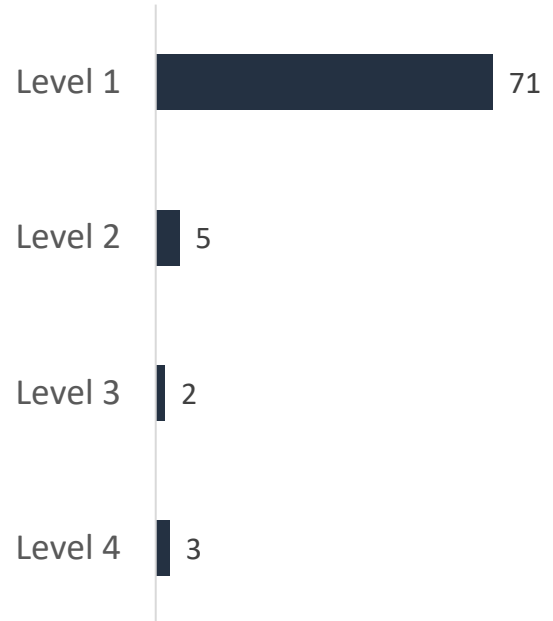


# INCIDENTS OF MISTREATMENT (CONTINUED)

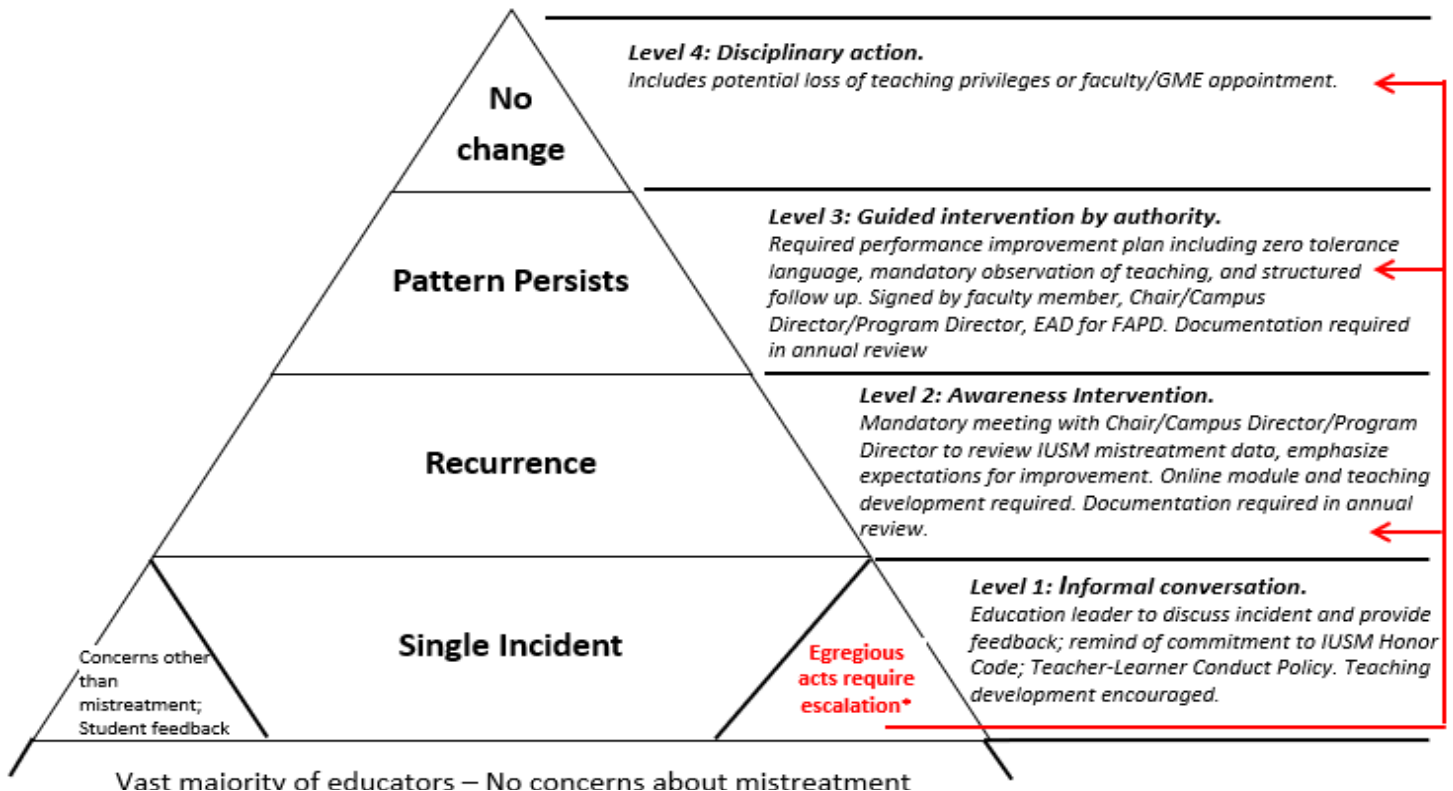
## Results of Incident Reports

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

- 71 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)
- 2 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
- 25 were determined to be concerns other than mistreatment according to definitions under policy
- 65 were considered to be incomplete submissions



## Graduated Response to Mistreatment\*



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

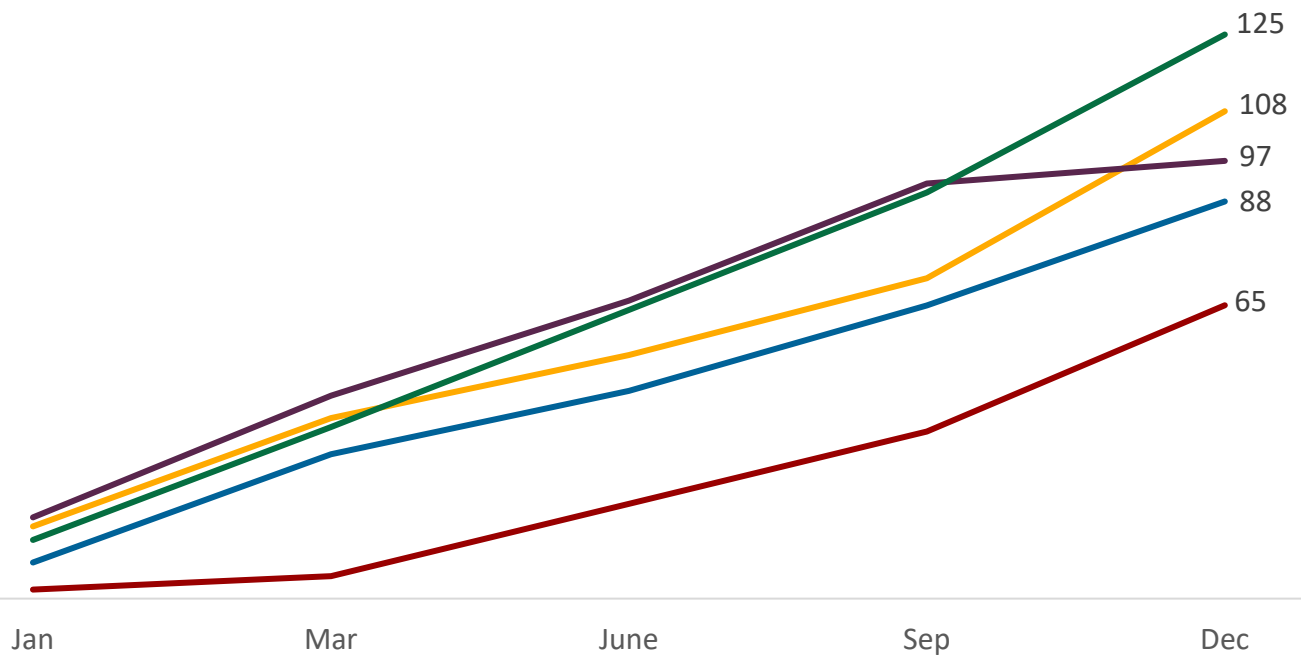


# 5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT

## Number of Incident Reports\*

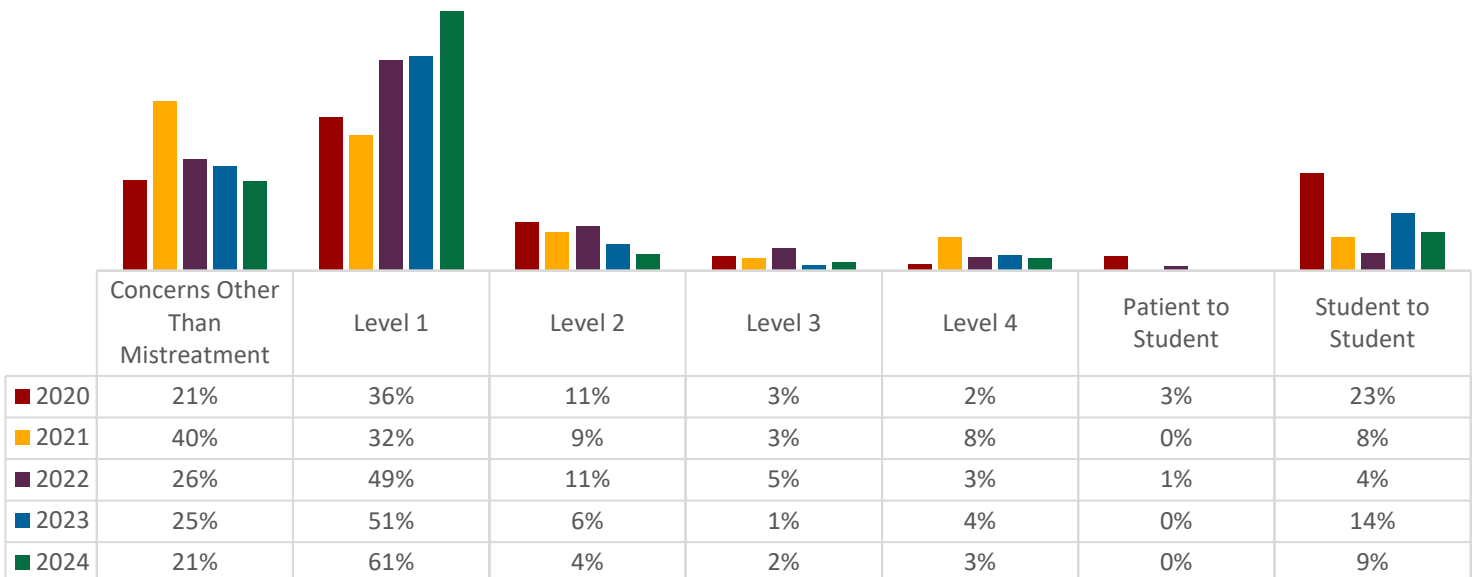
### Comparisons of Mistreatment Data

2020 2021 2022 2023 2024



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

## Results of Incident Reports

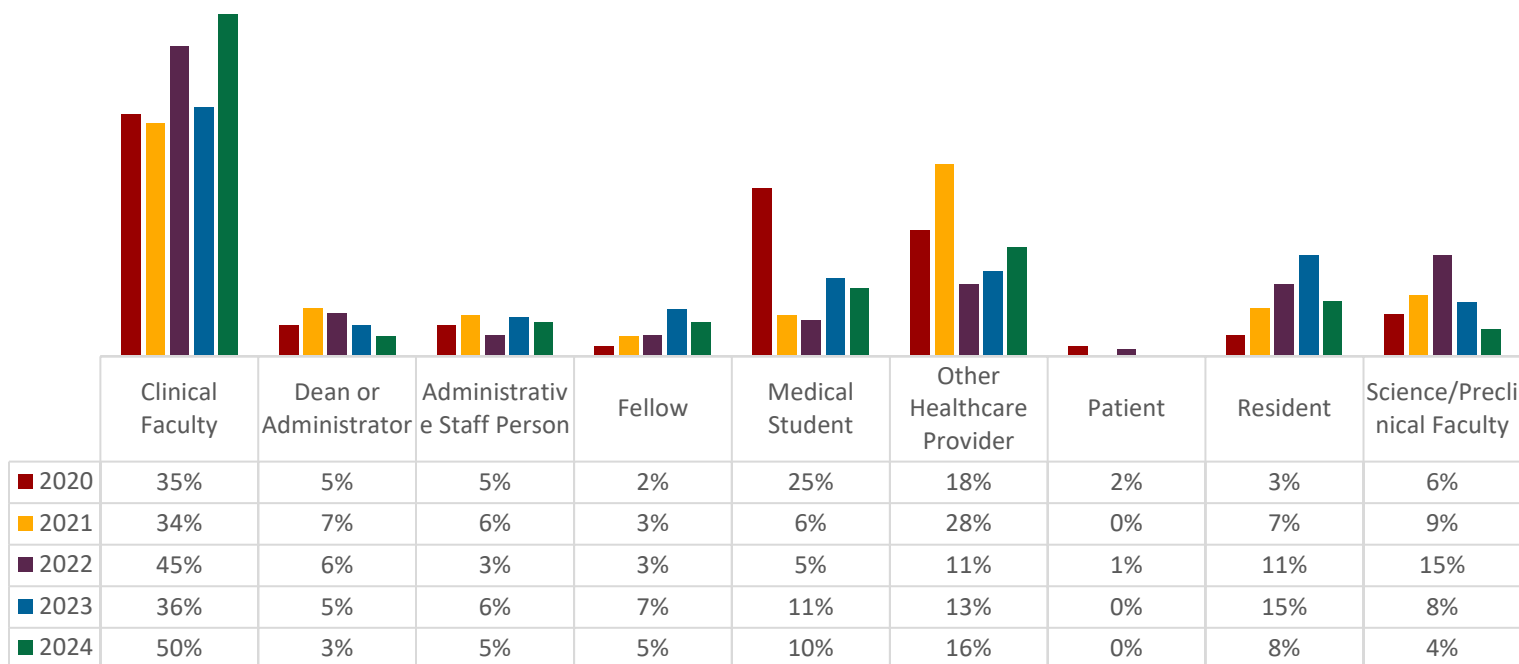


# 5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT (CONTINUED)

## Sources of Mistreatment

### Comparisons of Mistreatment Data

2020 2021 2022 2023 2024



## Complaints Received From/On Behalf Of

