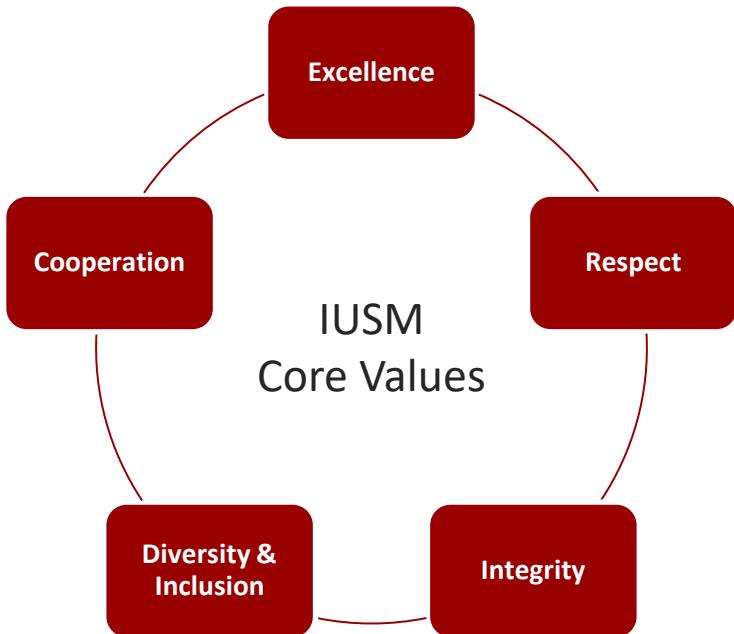




INDIANA UNIVERSITY SCHOOL OF MEDICINE

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

2025 ANNUAL REPORT



IU School of Medicine Honor Code

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

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

Mistreatment System Triage Team

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

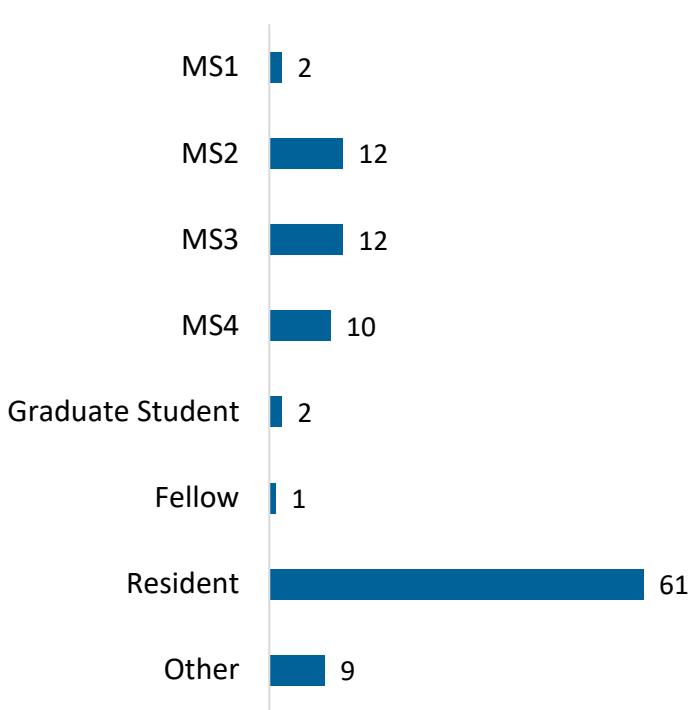
- Mary Dankoski, Executive Associate Dean for Faculty Affairs & Professional Development
- Jennifer Choi, Senior Associate Dean for Graduate Medical Education
- Zeina Nabhan, Associate Dean for Graduate Medical Education
- Tera Howard, Assistant Dean for Graduate Medical Education
- Emily Walvoord, Interim Senior Associate Dean for Medical Student Education
- Megan Christman, Assistant Dean for Medical Student Education
- Alvaro Tori, Associate Dean for Faculty Affairs & Professional Development
- Tom Hurley, Associate Dean for Graduate Education
- Terri Christopher, Executive Director, Faculty Affairs & Professional Development
- Rebekah Eichholtz, Assistant Director of Faculty Relations
- Kenya Troutman, Faculty HR Team Lead
- IU Legal counsel
- IUI Office of Civil Rights Compliance when warranted

INCIDENTS OF MISTREATMENT – Annual 2025 Report

Data Reported between January 1 – December 31, 2025

Complaints Received From/On Behalf Of

(not including incomplete submissions)



Incident Report Data

Number of Reports	174
Report or Incident Closed	159
Reports determined to be mistreatment (Level 1-4)	62
Reports determined to be a student-to-student interaction	8
Average Days from Triage to Close	34
Submitted by Learner - Anonymous	28

Learners who report confidentially receive follow-up information.

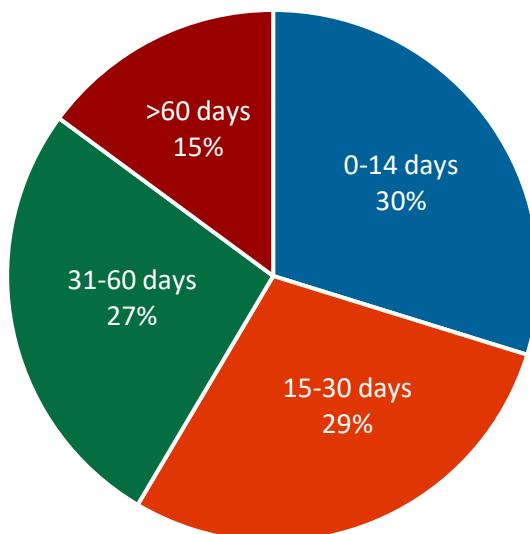
Sources of Mistreatment

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

- Clinical Faculty: 57
- Dean or Administrator: 2
- Administrative Staff Person: 5
- Science/Preclinical Faculty: 3
- Medical Student: 8
- Resident: 19
- Fellow: 4
- Patient: 1
- Other (e.g. Nursing staff, other healthcare team members, etc.): 10

Duration of Incident Reports

Although the average days from triage to close is 34, almost 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: 52
- Privately humiliated: 26
- Denied opportunity for training or rewards based on race, ethnicity, or religion: 4
- Received lower evaluations or grades solely because of gender: 1
- Received lower evaluations or grades solely because of race, ethnicity, or religion: 1
- Subjected to offensive sexist remarks or names: 6
- Subjected to racially, ethnically, or religion-based offensive remarks or names: 9
- Subjected to offensive remarks or names related to sexual orientation or gender identity: 1
- Subjected to unwanted sexual advances: 5
- Physically harmed (e.g., shoved, slapped): 3
- Threatened with physical harm: 3
- Other discrimination or negative behaviors based on your personal characteristics or beliefs: 18
- Other: 51

Locations of Incident Reports

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

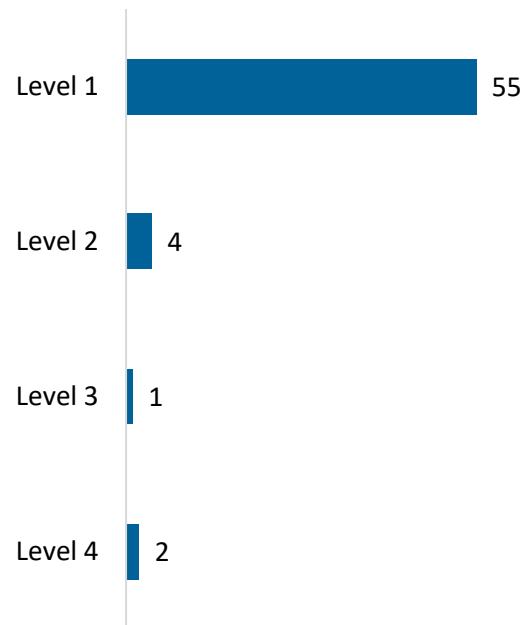
- Evansville: 8
- Indianapolis: 85
- Muncie: 6
- Northwest: 1
- South Bend: 1
- West Lafayette: 3
- Unspecified: 6



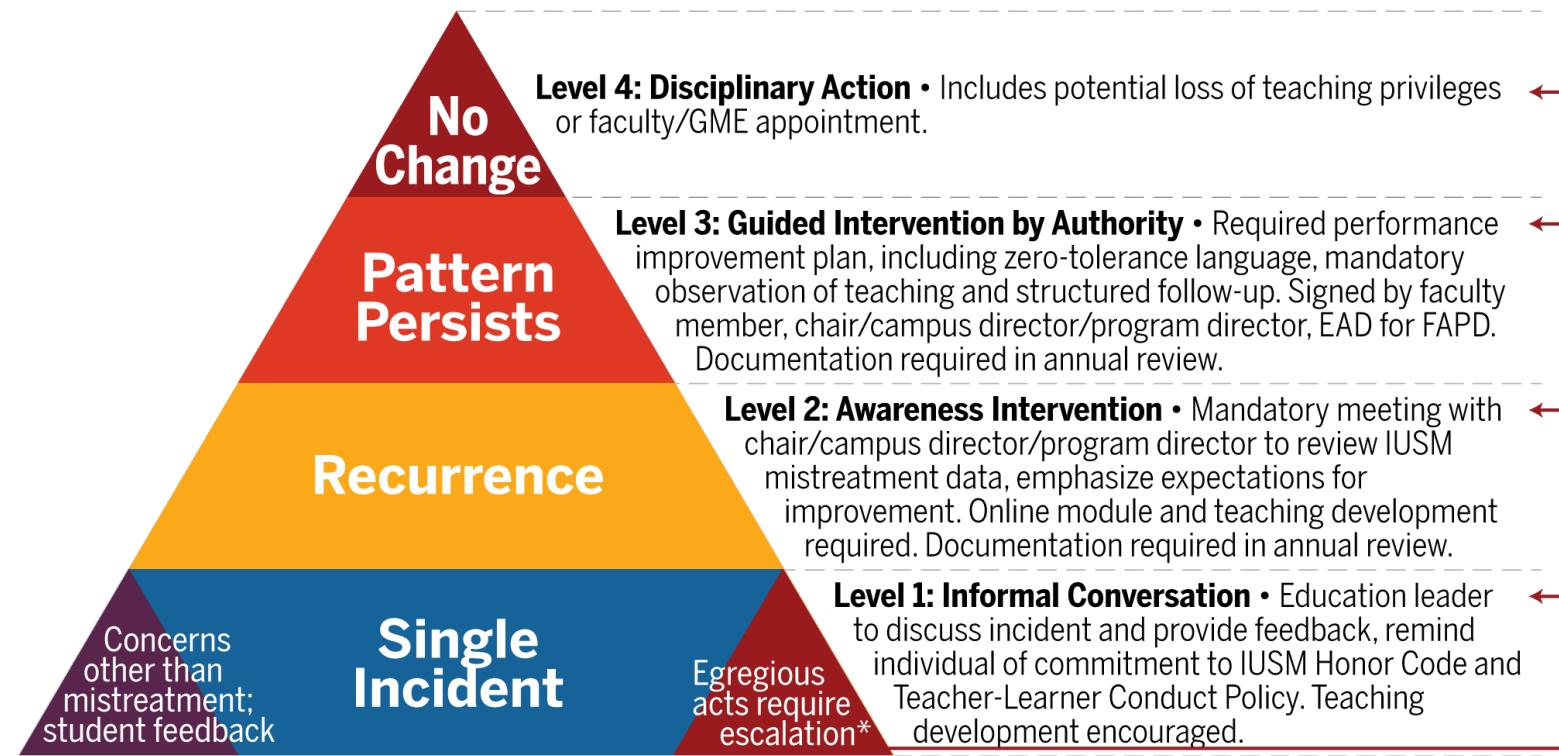
Results of Incident Reports

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

- 55 were treated as Level 1 interventions (single incident, feedback delivered on learning environment)
- 4 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)
- 2 were treated as Level 4 (immediate action taken on teaching privileges/faculty appointment)
- 8 were student-to-student interactions
- 24 were determined to be concerns other than mistreatment according to definitions under policy
- 65 were considered to be incomplete submissions



Graduated Response to Mistreatment*

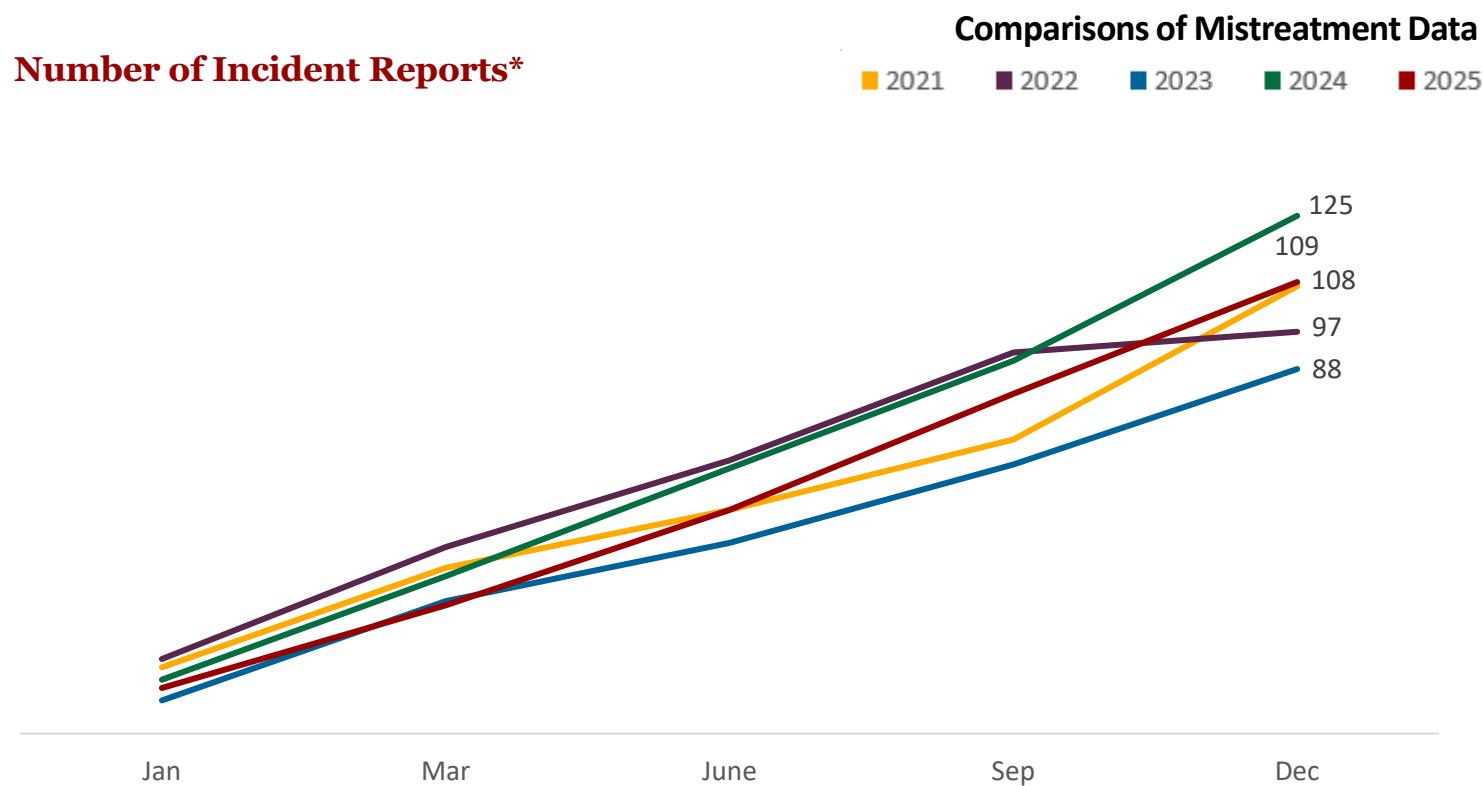


Vast majority of educators: No concerns about mistreatment

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

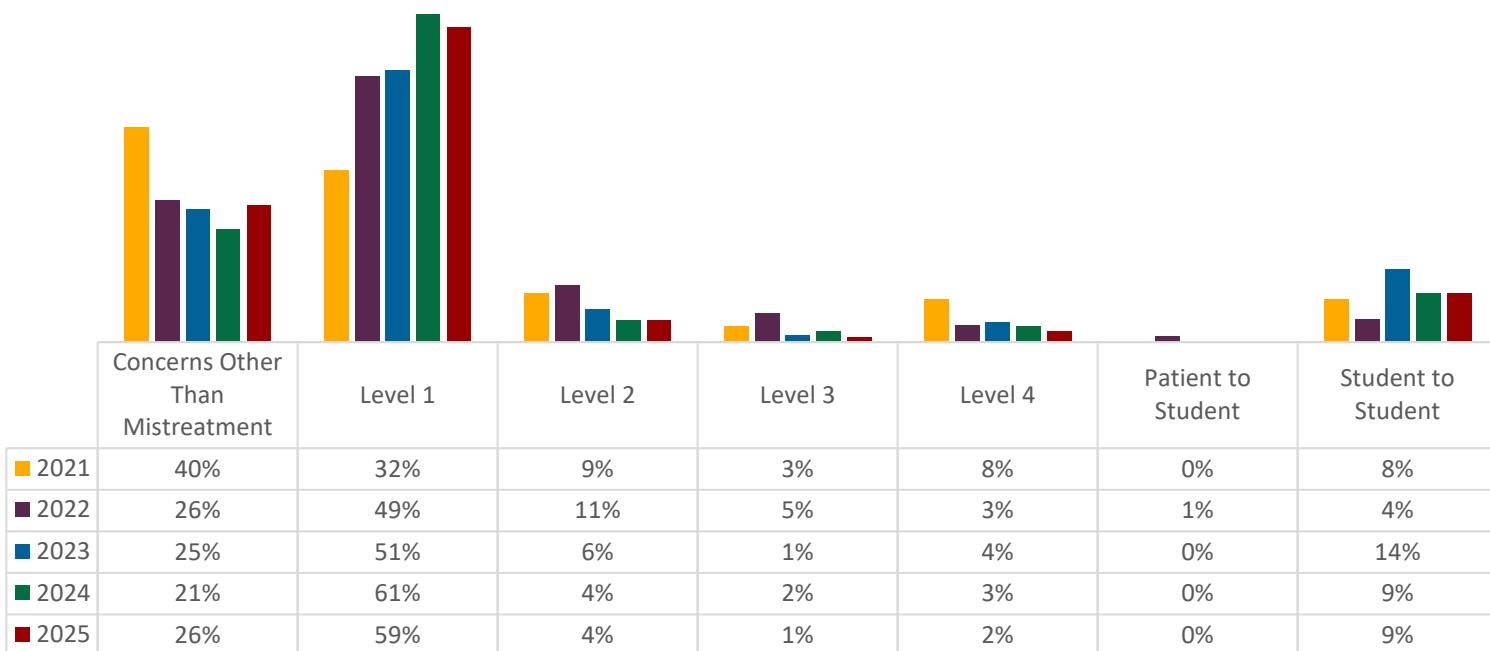


5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT



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

Results of Incident Reports

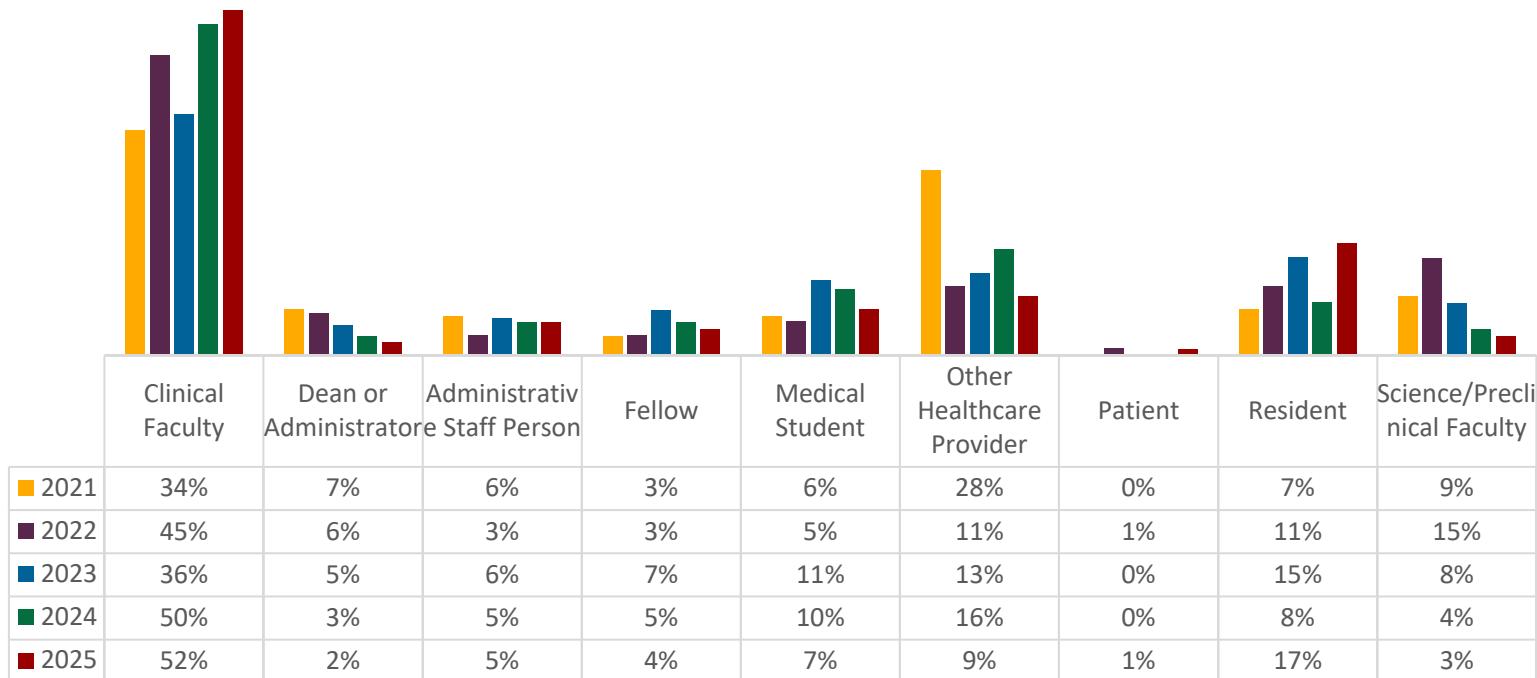


5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT (CONTINUED)

Sources of Mistreatment

Comparisons of Mistreatment Data

■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025



Complaints Received From/On Behalf Of

