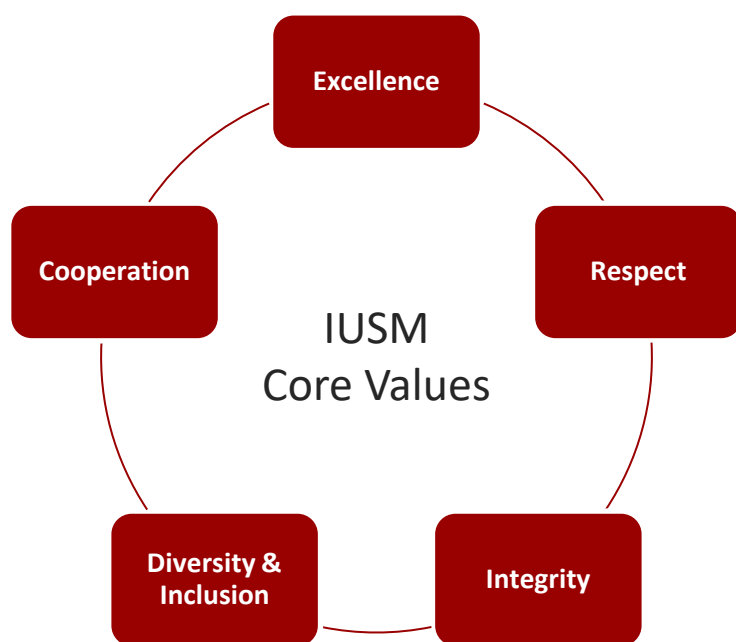




INDIANA UNIVERSITY SCHOOL OF MEDICINE

**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:

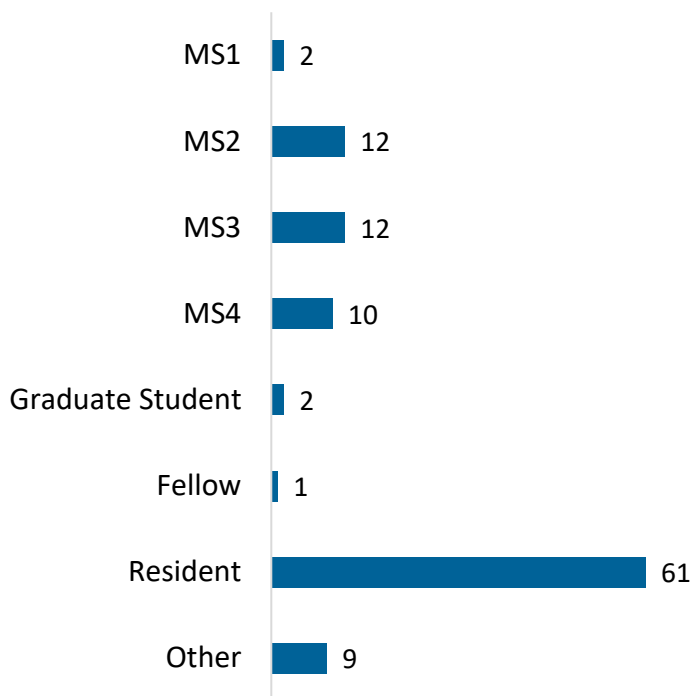
- Mary Dankoski, Executive Associate Dean for Faculty Affairs & Professional Development
- Jennifer Choi, Senior Associate Dean for Graduate Medical Education
- Zeina Nabhan, Associate Dean for Graduate Medical Education
- Tera Howard, Assistant Dean for Graduate Medical Education
- Emily Walvoord, Interim 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.

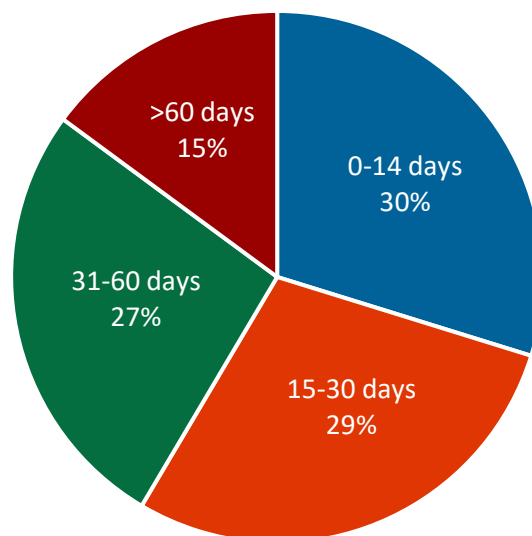
### Sources of Mistreatment

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:

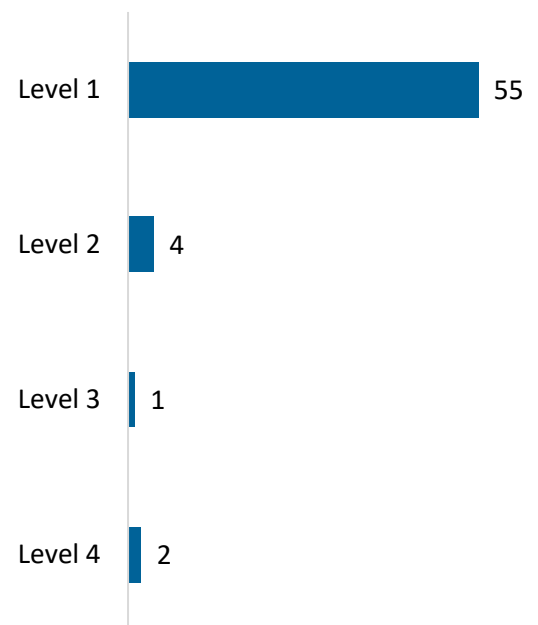
- Evansville: 8
- Indianapolis: 85
- Muncie: 6
- Northwest: 1
- South Bend: 1
- West Lafayette: 3
- Unspecified: 6



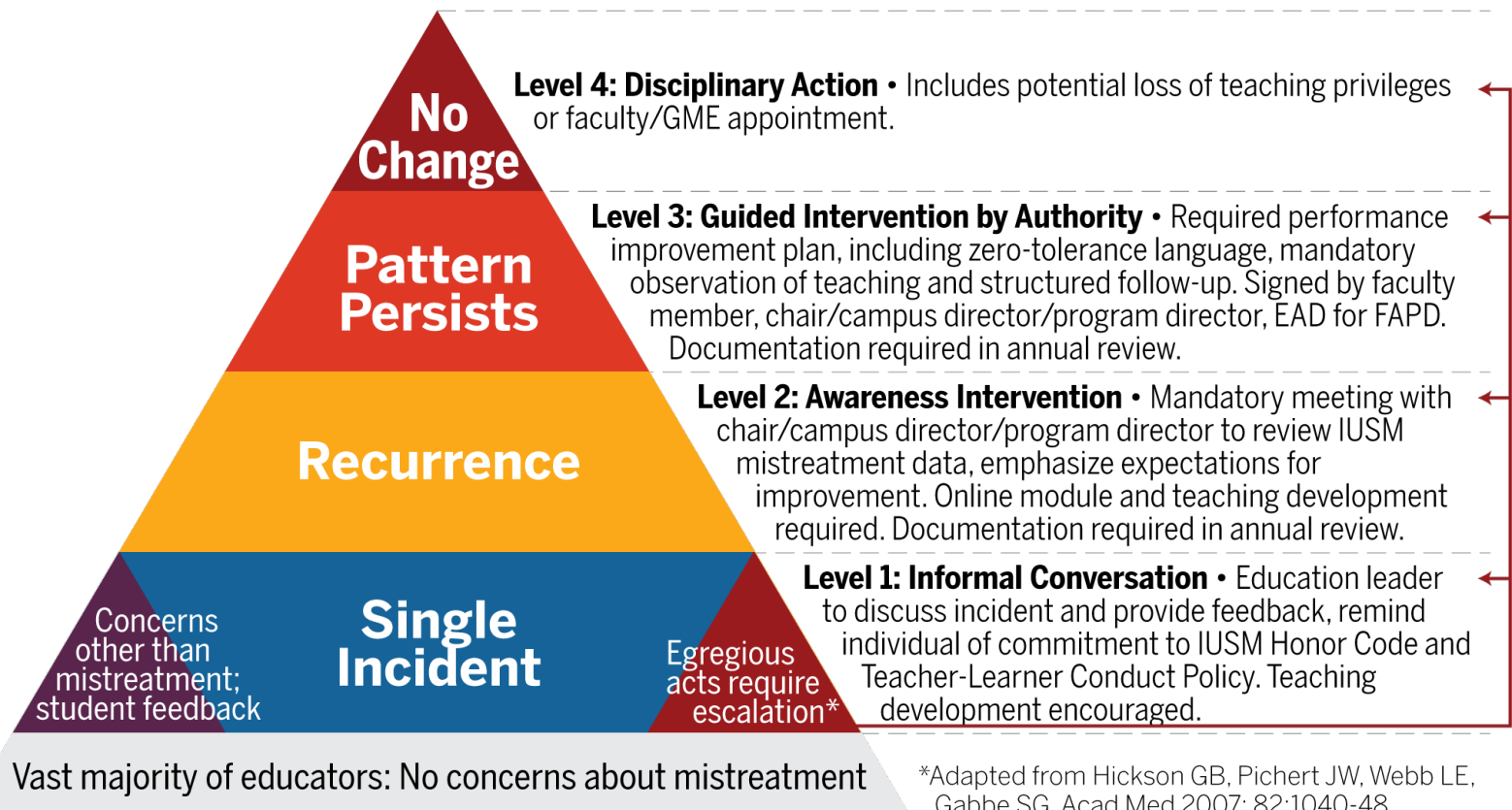
## Results of Incident Reports

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



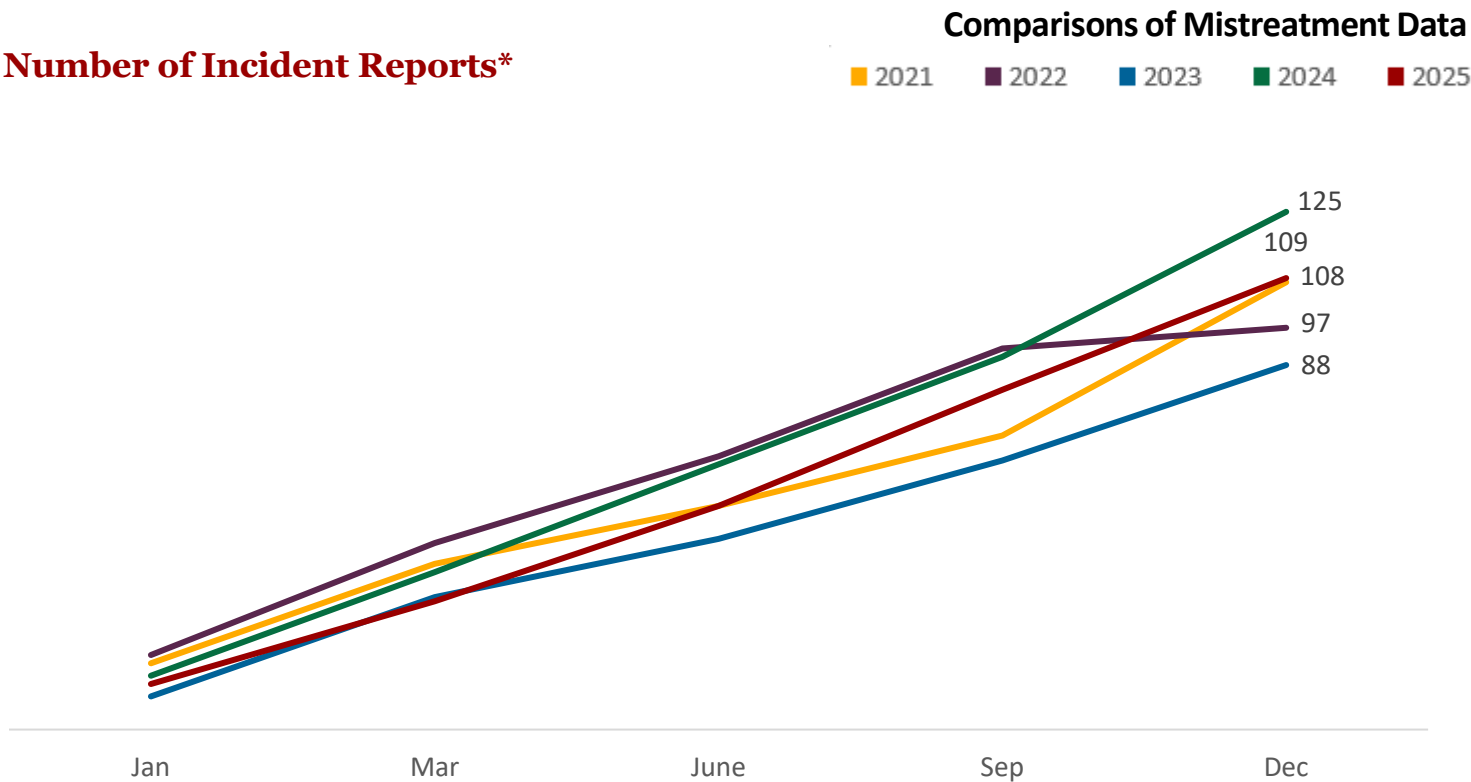
## Graduated Response to Mistreatment\*



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

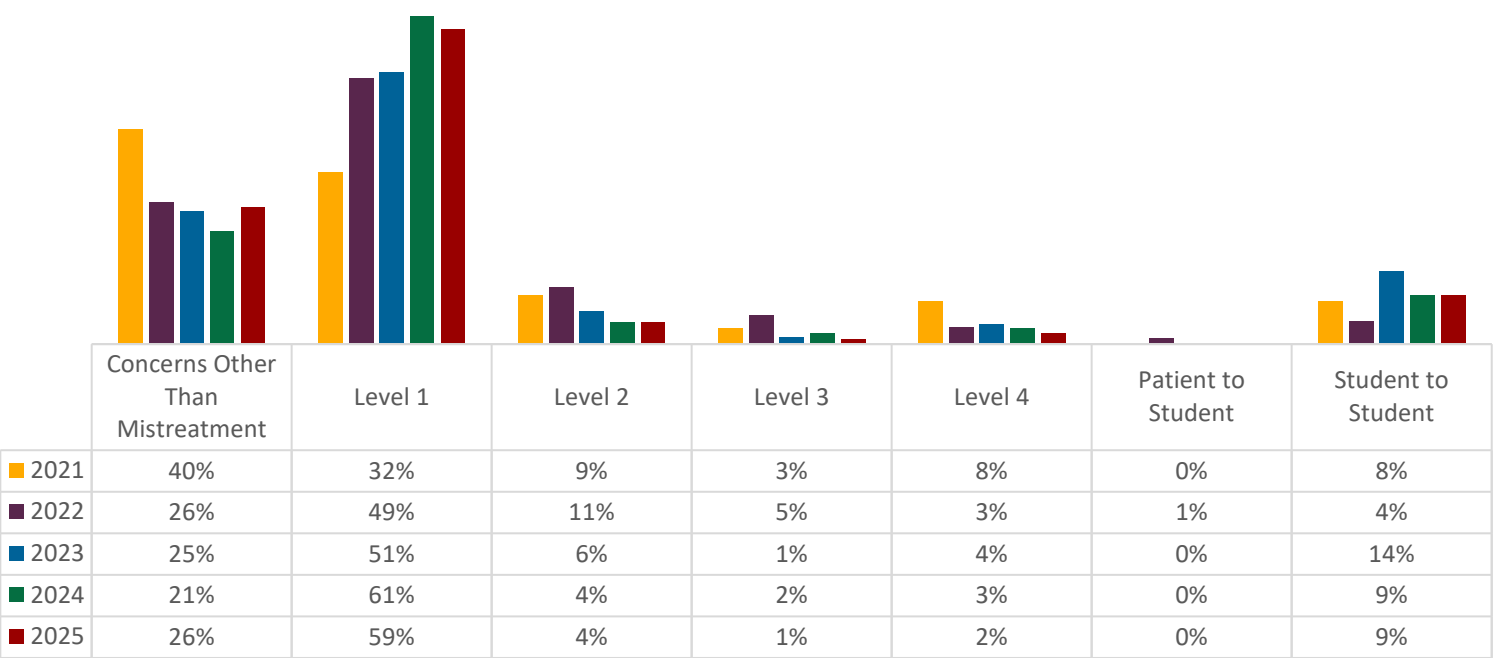
# 5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT

## Number of Incident Reports\*

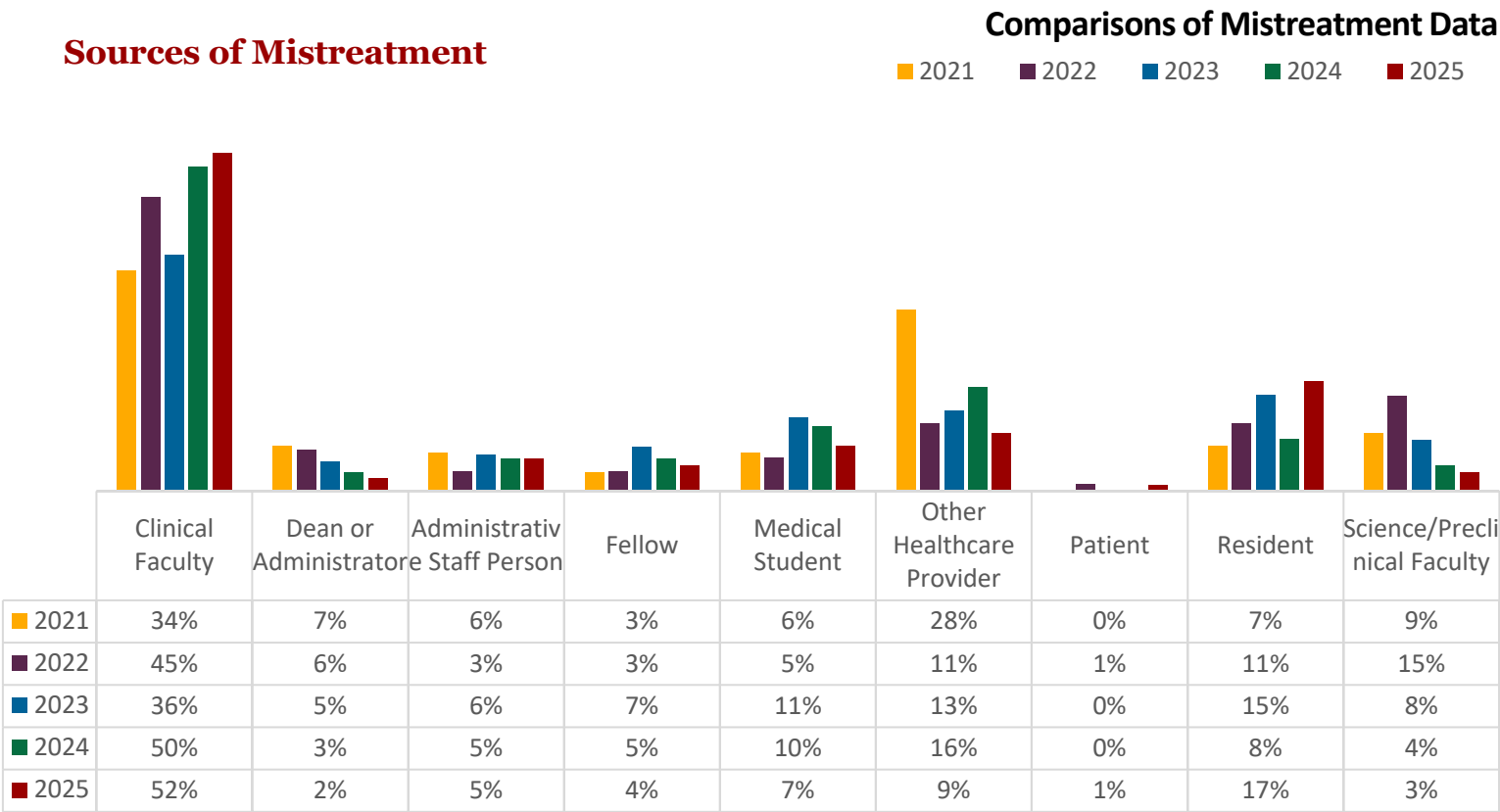


\*The number of incident reports does not include incomplete submissions.

## Results of Incident Reports



5-YEAR COMPARISONS OF INCIDENTS OF MISTREATMENT (CONTINUED)



Complaints Received From/On Behalf Of

