

## Recognizing and Helping Medical and Graduate Students Needing Support or Experiencing Crisis or Distress

### Where do I start?

If you are concerned about a student, don't let uncertainty stop you from taking action to help. UMass Medical School is committed to supporting students and has created this guide, based off the "Maroon Folder" created by the UMass team at UMass Amherst to help you Recognize, Respond to, Refer and Report concerns about your students. For additional information, talk to your supervisor or department chair and contact the Dean of Students Main Office at 508-856-2227.

### Listen sensitively and carefully

Vulnerable students need to be heard and helped. They may find it difficult to articulate their distress or hardship. Ask directly if they need support, if they feel their functioning is impaired, or if they have thoughts of harming themselves or others. **Threats to harm self or others should be immediately reported to University Police at 508-856-3296 or call 911 or 6-3311 and the respective office of student affairs.**

### Trust your instinct to take action – Ask "Is everything okay?"

If you are concerned about a student, consult your department chair, supervisor and the Dean of Students Main Office. Promptly report safety concerns and Student Conduct Code violations.

### Clarify your expectations

Your syllabus can send a positive signal of support for students' learning and well-being and set early limits on disruptive or self-destructive behaviors. Consider including a section with support resources and encourage students to seek help when they need it. Remind students of support resources and standards/expectations for conduct. Familiarize yourself with the guiding language for student behavior in the Code of Student Conduct.

### Stay safe

If a student displays threatening or potentially violent behavior, you and the student's safety and the welfare of the campus community are the top priorities. Coordinated professional help and follow-up care are effective ways to prevent suicide and violence.

### De-escalate and support

Distressed students can be sensitive. Avoid threatening, potentially embarrassing, or intimidating statements. Help students connect with the resources they need.

### Share what you know

Students in hardship are sometimes reluctant to share their status. Sharing what you know allows the appropriate university staff to proactively reach out with support and resources. State and federal laws and University policies mandate reporting in many crisis situations

### Always report serious or persistent behavior

Your firsthand knowledge and personal connection to your student is valuable in understanding and appropriately responding to their situation. To coordinate a timely response, report serious or persistent behavior to the Dean of Students Main Office as soon as possible. Misconduct may be formally addressed through the Student Conduct process and additional campus resources may be necessary to help reduce or eliminate disruptive behaviors.

### Practice self care

Helping a troubled student can take a toll on your personal well-being. Make sure to acknowledge what you've been through and take care of yourself. Support resources can be found through the Employee Assistance Program at **800-322-5327**.

**Threats to harm self  
or others should be  
reported to University  
Police (508)-856-3296  
or via 911**

# Recognize and Respond to Distress

**Emotional distress** is an expression of pain and suffering. A person in distress may be upset, unhappy, or anxious. They may be experiencing depression or having suicidal thoughts. Difficult situations or life changes such as leaving home, starting school, or preparing to graduate can bring about emotional distress

Someone behaving differently than usual, or saying upsetting things in person, online, or on the phone, may need your help. **Reporting your concerns about a student's safety and well-being does not violate their privacy rights.**

## How to Help



### START:

Find a quiet, comfortable place to talk. Don't promise to keep your discussions secret.

### CONNECT:

Pay attention and avoid distractions.

### ASK:

Use phrases that show you want to help.

"It seems like you're having a hard time. I'd like to hear about it."

"I wanted to check in, because you haven't seemed yourself lately."

### LISTEN:

Take in what the person is saying without judgment, assumptions, or interruptions. Let them know you believe them and take them seriously. Paraphrase and repeat back their words to make sure you fully understand.

### ASK QUESTIONS:

"When did you begin feeling like this?" "How can I best support you?" Avoid saying, "I know how you feel."

### OFFER HOPE:

Let the person know you care and that help is available.

Before ending the conversation, agree together on a next step, like planning a follow-up conversation or connecting with professional help.

### KNOW YOUR LIMITS:

A situation may be more than you can handle.

Get help from a crisis line, mental health professional, or a medical provider. If the person is reluctant to call, offer to sit with them while they do, or call for them.

### ACT IN AN EMERGENCY:

If someone is in danger, call UMass Police Department (UMPD) on campus, (413) 545-3111, or 911 off campus. If it is safe to do so, stay with the person in distress until help arrives.

### What to Do if a Social Media Post Threatens Harm to Self or Others

- If someone may be in immediate danger, call 911
- If the poster is a UMass student, contact Dean of Students Main Office
- Respond with compassion
- If person is expressing suicidal thoughts, encourage them to call the National Suicide Prevention Lifeline at 1-800-273-TALK (8255)
- Take screenshots or otherwise save content of post(s) in case they are needed later for reference

**Facebook** – Flag the post by clicking or tapping the arrow in the top-right corner of the post. Select "I think it shouldn't be on Facebook." Select "It's hurtful, threatening or suicidal." Select "I think they might hurt themselves"

**Twitter** – Click dropdown menu to right of Tweet's Like icon and select "Report Tweet." Choose either "It displays a sensitive image" or "It's abusive or harmful." Alternatively use this link: <https://support.twitter.com/forms/suicide>

**Instagram** – Tap the three dots on the right of the person's username. Tap Report. After hitting report, you have two options. Choose option "It's inappropriate > self injury"

**Snapchat** – Email your concern to [safety@snapchat.com](mailto:safety@snapchat.com)

**YouTube** – Go to the video you want to report. Tap "More" (three dots) at the top of the video. Tap "Report." Select the appropriate reporting option

	RECOGNIZE	RESPOND	REFER	REPORT
<b>“Not sure what, but something’s wrong”</b>	Disturbing content in paper/emails Decline in academic performance Excessive absenteeism, irrational or bizarre behavior Sudden change in demeanor (from extroverted to withdrawn, organized to forgetful, etc.) Significant changes in appearance, behavior, or personal hygiene	Express concern and care Give an example of a time that the student’s behavior has worried you Listen to and believe student’s responses Be supportive and encouraging if student agrees to get help Call 911 if there is a potential threat to student’s safety or the safety of others	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Self harm, suicide ideation, suicidal risk</b>	Decline in academic performance Written or verbal statements preoccupied with theme of death or that convey intent to harm self or others Fresh cuts, scratches or other wounds Withdrawal from classes, activities, and friends Statements of hopelessness such as, “I hate this life” or “Everyone is better off without me”	Call 911 if there is a potential threat to student’s safety or the safety of others Express concern and care Always take suicidal statements, thoughts or behaviors very seriously If you suspect a student may be suicidal, seek immediate consultation	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 UMMS Emergency Mental Health: (508) 334-3562 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Alcohol, marijuana, or other drug abuse</b>	Intoxicated/high in class or at meetings/events Excessive sleepiness or hyper energy Decline in academic performance References to alcohol or drug use in conversations, papers, projects, etc. Deterioration in physical appearance (bloodshot eyes, dilated pupils, trembling hands, etc.)	Express concern and care Give an example of a time that the student’s behavior has worried you Be supportive and encouraging if the student agrees to get help; refer student to appropriate resources	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Anxiety, stress, panic</b>	Excessive worry, guilt or nervousness Decline in academic performance; inability to stay focused in class Physical symptoms such as difficulty breathing; pounding or racing heart; numbness, tingling, sweating or chills; weakness or dizziness; jaw pain and teeth grinding; chest or stomach pain	Express concern and care Avoid criticizing, blaming, sounding judgmental, or minimizing the situation Recommend (or, if necessary, insist upon) intervention	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 UMMS Emergency Mental Health: (508) 334-3562 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Bias incident</b>	Act(s) directed against a person or property on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, gender identity and expression, genetic information or any other class protected from discrimination under state or federal law	Express concern and care Listen to and believe student’s responses Avoid criticizing, blaming, sounding judgmental, or minimizing the situation Encourage student to save photos, communications, or other evidence Do not remove any evidence prior to reporting (e.g. clean graffiti, erase whiteboard, etc.)	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Diversity and Inclusion Office: (508) 856-2179 Report graffiti for removal: EBS: (508) 856-3825	UMMS Police: (508) 856-3296 Diversity and Inclusion Office: (508) 856-2179
<b>Cyber misbehavior (identity or password theft, cyberbullying, online harassment)</b>	Internet flaming, trolling, name-calling, or harassment Threats to release private information/photos Identity theft Account hacking	Express concern and care Encourage student to update all account passwords and privacy settings Encourage student to keep a log of bullying/harassing behavior; take and save screenshots of online harassment (Snapchat, Instagram, Facebook, etc.); save copies of all communications including texts, voicemails	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Student Affairs (per school) UMMS IT: 508-856-8643	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074

	RECOGNIZE	RESPOND	REFER	REPORT
<b>Economic hardship (loss of housing, food insecurity, financial emergency)</b>	Frequent or extended absences Decline in academic performance Mentions relationship, financial, or other challenges Difficulty concentrating and making decisions Exhaustion/fatigue Excessive worry, sleeping/eating problems	Express concern and care Avoid criticizing, blaming, sounding judgmental, or minimizing the situation Listen to and believe student's responses Provide student with resources: • Single Stop Resources • Dean of Students Main Office Be supportive and encouraging if the student agrees to get help	<b>Advice and consultation:</b> Student Affairs (per school) Financial Aid Office: (508) 856-2265	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Disability related challenge</b>	Student mentions struggling due to disability Student expresses concerns such as difficulty reading, concentrating, or memorizing; challenges with organizing tasks, homework, or deadlines; or other issues potentially related to a potential undiagnosed disability	Express concern and care Listen to and believe student's responses Avoid stigmatizing behaviors such as criticizing, blaming, sounding judgmental, overly emphasizing or minimizing the situation Provide student with a referral to Disability Services Be supportive and encouraging	<b>Advice and consultation:</b> Diversity and Inclusion Office: (508) 856-2179 Student ADA Coordinator: (508) 856-2903	Diversity and Inclusion Office: (508) 856-2179 Student ADA Coordinator: (508) 856-2903
<b>Disruptive classroom behaviors</b>	Unwarranted interruptions Slurs or other forms of intimidation Rude or abusive behavior Failure to adhere to instructor's directions When to call UMPD for immediate assistance: Throwing items, refusing to leave, threat of harm to self or others, preventing others from leaving, physically abusive behavior, showing or stating the presence of a weapon	Call 911 if there is a potential threat to student's safety or the safety of others Express concern and care Explain the impact of student's behavior on the group or class Outline your expectations verbally and in your syllabus and help student explore options and alternatives such as ombuds office, academic dean	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220 Student Affairs (per school)	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Hazing</b>	Withdrawal from activities and friends Exhaustion/fatigue Significant change in appearance or personal hygiene (e.g. wearing embarrassing or humiliating attire) Visible injuries or bruises Cuts, brands, or scars with a distinct pattern (e.g. symbols, initials, or Greek letters)	Call 911 if there is a potential threat to student's safety or the safety of others Express concern and care Remain calm. Showing outrage may cause a student to shut down Do not interpret student's emotion (or lack of emotion) as evidence of a crime Listen to and believe student's responses Avoid criticizing, blaming, sounding judgmental, or minimizing the situation	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220 Student Health Services: (508) 334-8464	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074 Diversity and Inclusion Office: (508) 856-2179
<b>Harassment, sexual harassment, stalking</b>	Communications that continue after being told to stop Threats to release private information/photos Display of sexually suggestive pictures or cartoons in workspace, residence halls, or online Verbal abuse, unwanted sexual flirtations Demand for sexual favors by peer or supervisor accompanied by implied or overt threat concerning an individual's academic status or employment	Call 911 if there is a potential threat to student's safety or the safety of others Express concern and care Identify resources like CWC, DoS, and UMPD for safety planning Encourage student to save copies of all communications including texts, voicemails, and pictures Avoid promising confidentiality – most university employees are Title IX responsible employees	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220 Diversity and Inclusion Office: (508) 856-2179	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: Title IX Administrator/DIO: (508) 856-2179

	RECOGNIZE	RESPOND	REFER	REPORT
<b>International crisis (for student abroad) or Immigration status issue (legal or visa issue, missing or stolen identity documents, etc.)</b>	Student in crisis while abroad: Mentions crisis or concern Decline in academic performance Excessive worry, sleeping/eating problems Uncommunicative and/or disengaged Student with status issue while studying in U.S. Mentions concern about visa or immigration status Decline in academic performance Difficulty concentrating and making decisions Excessive worry, sleeping/eating problems Uncommunicative and/or disengaged	Express concern and care Avoid criticizing, blaming, sounding judgmental, or minimizing the situation Listen to and believe student's responses Be supportive and encouraging if the student agrees to get help	<b>Urgent:</b> International Support Services Emergency Number: (508) 556-4498 (24/7) <b>Advice and consultation:</b> UMass Travel Assistance Policy: ADDN10892508 1-866-693-6873 (US Toll Free) 1-312-935-9242 (Direct Dial)	International Support Services Phone: (508) 856-5746 Emergency Number: (508) 556-4498 (24/7) SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Isolation, loneliness, difficulty transitioning into or out of the university community</b>	Decline in academic performance Lack of peer engagement Excessive worry, sleeping/eating problems, fatigue Mentions lack of social relationships, homesickness, or other challenges including difficulties with social engagement, but may laugh it off References to loneliness or isolation in conversations, papers, projects, etc. Statements of isolation such as, "I don't have any friends here," "no one understands me," or "I don't go to events because I don't want to go alone."	Express concern and care Avoid minimizing the situation Provide student with resources: • Learning Communities • Peer mentoring • Office of Student Affairs Suggest a campus event or registered student organization Be supportive and encourage student to connect to resources	<b>Advice and Consultation:</b> Student Counseling Services: (508) 856-3220 Student affairs (per school) Employee Assistance Program (EAP): (800) 322-5327 Learning Communities administrative assistant: (508) 856-2304	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Known or suspected health or medical issues (chronic illness, depression, eating disorders, post-traumatic brain injury, etc.)</b>	Frequent or extended absences Decline in academic performance Noticeable weight loss or gain Hair loss; pale or gray skin tone Difficulty with following directions, time management, or organization Struggles with academic performance Unusual or secretive eating habits; obsession with fat/caloric content of food	Call 911 if there is a potential threat to student's safety or the safety of others Express concern and care Listen to and believe student's responses Recommend medical intervention	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Student Counseling Services: (508) 856-3220 Student Health Services: (508) 334-8464	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Personal or family tragedy, loss, or crisis (illness or death of family member, natural disaster, legal issues, divorce or break-up)</b>	Frequent or extended absences Decline in academic performance Mentions relationship, financial, or other challenges Difficulty concentrating and making decisions Exhaustion/fatigue Excessive worry, sleeping/eating problems	Express concern and care Avoid criticizing, blaming, sounding judgmental, or minimizing the situation Listen to and believe student's responses Be supportive and encouraging if the student agrees to get help	<b>Advice and Consultation:</b> Student Counseling Services: (508) 856-3220 Student affairs (per school)	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074
<b>Relationship/interpersonal violence, sexual assault, stalking</b>	References to sexual assault or relationship violence in conversations, papers, projects, etc. Visible injuries or bruises Mishaps or injuries with illogical/no explanation Crying or leaving when sexual violence, domestic violence, stalking, or child abuse is the topic	Call 911 if there is a potential threat to student's safety or the safety of others Listen to and believe student's responses. Remain calm. Do not interpret student's emotions as evidence of assault or violence Avoid blaming, sounding judgmental, or minimizing the situation	<b>Urgent: 911</b> UMMS Police: (508) 856-3296 <b>Advice and consultation:</b> Daybreak Domestic Violence Hotline: (508) 755-9030 Student Counseling Services:	SOM Associate Dean for Student Affairs: (508) 856-2227 GSN Director of Student Affairs: (508) 856-5756 GSBS Assistant Dean of Student Affairs and Enrollment: (508) 856-6074

# Maintaining Compliance with State and Federal Laws and University Policies



## UMMS Appropriate Treatment of Learners Policy

The University of Massachusetts Medical School ("UMMS") is committed to providing a supportive and respectful learning environment that fosters mutual trust and understanding between learners and members of the educational community. Accordingly, UMMS has developed this Appropriate Treatment of Learners ("ATL") policy to address concerns regarding the inappropriate treatment of learners by any member of the educational community.

To the extent possible, it is the policy of UMMS to provide a learning environment that fosters mutual trust and understanding between teachers and students. When all participants in the educational process at UMMS understand and uphold the standards of appropriate treatment of students, the environment enhances teaching, learning and professional development, to the benefit of all. The purpose of this complaint policy is to provide an avenue for prompt follow-up on allegations of inappropriate treatment, and to do so in a non-adversarial and respectful manner that satisfies all parties involved. Should investigation of a complaint be warranted, UMMS is committed to conducting it thoroughly, promptly, and impartially.

This policy is designed for any student who believes s/he has been subjected to inappropriate treatment under the standards defined for this campus. These standards, which adhere to AAMC guidelines and LCME accreditation requirements, apply to the School of Medicine, Graduate School of Biomedical Sciences, Graduate School of Nursing, Graduate Medical Education, and to any UMMS school hereinafter established

## Title IX - Investigative Policy and Procedure

It is the policy of the University of Massachusetts Medical School ("UMMS") [the University of Massachusetts Worcester ("UMW")] to comply with Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §§ 1681 et seq., and its implementing regulations, 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in education programs or activities operated by recipients of Federal financial assistance. Sexual harassment of students, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol or due to an intellectual or other disability. A number of acts may fall into the category of sexual violence, including rape, sexual assault, sexual battery, non-consensual video or audio taping of sexual activity, domestic violence, dating violence, stalking incidents and sexual coercion. All such acts of sexual violence are forms of sexual harassment covered under Title IX.

The language, terms and requirements of this Policy supersede and supplant any inconsistent or conflicting language in any other UMMS policy. The UMMS employee to whom claims shall be reported under this Policy and who shall be responsible for administering this Policy is UMMS' Title IX Coordinator – as designated by UMMS' Provost.

## Hazing

University of Massachusetts Medical School in accordance with Massachusetts General Laws, Chapter 269, Sections 17, 18 and 19 (Jan. 5, 1988) does not tolerate any form of hazing. Massachusetts General Laws, Chapter 269, Sections 17, 18 and 19 contain the following:

**Section 17:** Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year or both such fine and imprisonment. The term 'hazing' as used in this section and in Sections 18 and 19, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation. Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

Refer to the student handbook for the full hazing policy.



# Maintaining Compliance with State and Federal Laws and University Policies



## Student Clinical Education Hours Policy

As working significant numbers of hours continuously has been shown to contribute to reduction in performance and increased incidence of significant errors in work, the clinical faculty of the University of Massachusetts Medical School require the following:

In order to allow medical students to perform maximally, to effectively assist in the clinical care of patients and to learn from their patients clinical medical students will be expected to follow ACGME PGY-2 clinical work hour restrictions.

## Religious/Ethical Matters: *Requesting accommodation for religious holidays and activities*

**Principle:** The purpose of this policy is to acknowledge respect for the religious diversity of UMMS students by providing opportunities, where possible, for accommodation in cases where genuine conflicts exist between students' religious beliefs/practices and educational activities. Such accommodations must honor the primacy of our commitment to patient care and not unduly burden faculty or disproportionately affect the general student population involved in the affected educational activity.

**Applicability:** This policy applies to any UMMS student who, because of religious beliefs or practice, believes that s/he is unable to attend a class, participate in any examination, or in other ways fulfill an educational requirement of any course, clerkship or other required activity.

**Policy:** Recognizing that the religious diversity of its students may result in conflicts between students' religious beliefs/practices and certain educational activities, UMMS will attempt to make accommodations that honor the primacy of its commitment to patient care and do not unduly burden faculty or disproportionately affect the general student population involved in the affected educational activity. Students who believe they have a need for religious accommodation during any course, clerkship or other required educational activity shall notify the relevant instructor/preceptor as soon as possible after an impending conflict becomes apparent — preferably prior to or at the beginning of the course, clerkship or other activity.

If it is established that there is a legitimate need for the affected student(s) where possible, shall be provided reasonable accommodation, including the opportunity to make up the activity in conflict if this is indicated.

## Civility Statement

The University of Massachusetts Medical School is a large diverse community committed to a civil, respectful and humane workplace. Our commitment to civility contributes to the recruitment and retention of top talent: as a result, we uphold the dignity of the individual in the following ways:

1. Conducting ourselves with integrity, courtesy and respect toward fellow members of our UMMS community;
2. Holding individuals accountable for their actions and;
3. Promoting an environment where individuals feel safe

# Maintaining Compliance with State and Federal Laws and University Policies

## Sexual Harassment Policy

### Policy Statement

The MedicalSchool is firmly committed to working to ensure that all employees, students and individuals who are authorized to conduct business with and/or perform other services on behalf of the MedicalSchool are not subject to sexual harassment. To that end, it is the policy of the MedicalSchool to comply with all federal and state laws and regulations: [Title VII of the Civil Rights Act of 1964](#), Chapter 151B, [and M.G.L. 151B Sec. 3A](#). Retaliation against an individual for filing a complaint of sexual harassment or against any individual for cooperating in an investigation of a complaint, is against the MedicalSchool policy and **it is against the law**. If retaliation is found to have occurred, appropriate action(s) will be taken.

### Reason for Policy

To provide a learning and working environment that is free of sexual harassment in the form of unwelcome physical advances, requests for sexual favors, and verbal or written communications of a sexual nature.

### Entities Affected By This Policy

The policy and procedures for resolution apply to all employees, students and individuals who are authorized to conduct business with and/or perform other services on behalf of the University of Massachusetts Medical School who believe that they have been sexually harassed. The policy and procedures also address the concerns of any person who has a sexual harassment complaint brought against them.



### Honor Code

As a community of scholars and future physicians, the honor code carries with it a responsibility to mutually assure the integrity of the community. This reflects the obligation of licensed physicians to maintain the ethics of the profession.

It is expected that each student will make a personal commitment to abide by the UMass Medical School Honor Code, which includes both self-monitoring and reporting violations.

The Honor Code applies to all students at the School of Medicine. All students who are enrolled in a degree-granting program from the School of Medicine will be held to the Honor Code until they receive their final degree(s). The Honor Board consists of faculty and students with a chair named by the dean.

Consequences of violations may include self-assessment and remediation; others may require course repeat, service work or even dismissal. Categories of violations are tiered and cumulative.