

The Ombuds committee is responsible for responding to submitted reports of learner or trainee mistreatment. The information you provide in this form will only be accessible to the Ombuds committee members and will NOT be shared with anyone else at Einstein without your permission.

### **Student Mistreatment:**

The Association of American Medical Colleges (AAMC) defines mistreatment as behavior that disrespects others' dignity and interferes with the learning process, whether intentional or unintentional. Here are some examples:

1. Verbal Mistreatment: Harsh or abusive language, public humiliation, or belittling.
2. Physical Mistreatment: Physical punishment or unwarranted physical contact.
3. Discrimination: Differential treatment based on race, gender, sexual orientation, religion, or other personal characteristics.
4. Harassment: Unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
5. Exploitation: Assigning tasks for punishment or using students to perform tasks without educational value.

### **Definitions:**

**Toxic learning environment:** An educational setting where the conditions, behaviors, or interactions negatively impact students' well-being and academic performance. Examples: bullying, discrimination, fear and intimidation, neglect, feeling unsupported, unclear or unrealistic expectations, poor communications, poor team dynamics, aggressive behavior, disparaging remarks about others, etc.

**Overt bias:** Explicit and openly expressed prejudice or favoritism toward a particular group or individual based on characteristics such as race, gender, religion, sexual orientation, or other attributes.

**Microaggressions:** Microaggressions are subtle, often unintentional, comments or actions that convey negative or derogatory messages to individuals based on their membership in a marginalized group. These actions or remarks may seem harmless or innocuous to the person delivering them, but they can be hurtful and perpetuate stereotypes, biases, and discrimination. For instance, saying "you speak English so well" to a non-native speaker, or "you must be good at math because you are Asian".