How Reports of a Violation are Addressed

This chart outlines how the College addresses a report of a violation of the Positive Learning Environment & Mistreatment Prevention Policy.

An incident is reported to and reviewed by the Director of the Learning Environment

Report is a concern

Is concern urgent?

YES

Executive LEAP Committee convened for immediate adjudication

NO

Report directly to the Affirmative Action and Equal Opportunity Office (AAEO)

Report is an accolade

Reviewed quarterly by LEAP Committee

Action decided based on level of severity

Is this an incident of harassment or discrimination?

YES

Report directly to the Affirmative Action and Equal Opportunity Office (AAEO)

NO

Tracked and sent to recipient and direct supervisor

Is this an incident of harassment or discrimination?

YES

Report directly to the Affirmative Action and Equal Opportunity Office (AAEO)

NO

Level 1:
Track for trends/themes via targeted educational initiatives and faculty development

Level 2:
Peer to peer awareness intervention

Level 3:
Supervisor involvement intervention

Level 4:
- For faculty and staff: Dean’s Ad hoc committee convened and formal investigation initiated;
- For students: Referral made to Fitness Committee

Aggregate, deidentified summary LEAP reports of how concerns have been addressed are shared with students as well as course and clerkship directors biannually and with faculty, nursing, GME and affiliate site leadership annually.