APPLIES TO: CMU Physician Assistant Students

BACKGROUND: In accordance with **ARC-PA standard A1.02g**: *The sponsoring institution is responsible for: g) defining, publishing, making readily available, and consistently applying to students its policies and procedures for processing student allegations of harassment and mistreatment*

PURPOSE: To ensure all CMU Physician Assistant students have a safe, inclusive, respectful learning environment free from mistreatment, harassment, discrimination, and unprofessional behaviors.

POLICY: The CMU PA Program will provide mechanisms for students to report mistreatment and provide a prompt response to any complaints concerning behaviors of faculty, staff, and students that constitute mistreatment, harassment, discrimination and unprofessional behaviors.

This policy and related procedures are intended to inform members of the CMU PA community what constitutes mistreatment, harassment, discrimination and unprofessional behaviors and what members can do should they encounter or observe it.
In addition, the policy and related procedures are intended to: •

- Prohibit CMU PA student mistreatment, harassment, discrimination and unprofessional behaviors by any members of the CMU PA community including faculty, staff, preceptors, clinical clerkship staff, and classmates.
- Encourage identification of PA student mistreatment, harassment, discrimination and unprofessional behaviors before it becomes severe or pervasive.
- Identify accessible persons to whom PA student mistreatment, harassment, discrimination, and unprofessional behaviors may be reported.
- Require persons (whether faculty, staff or student) in supervisory or evaluative roles to report PA student mistreatment, harassment, discrimination, and unprofessional behaviors complaints to appropriate officials.
- Provide a confidential system for reports of mistreatment.
- Prohibit retaliation against persons who bring PA student mistreatment complaints.
- Assure confidentiality to the full extent consistent with the need to resolve the matter appropriately.
- Assure that allegations will be promptly, thoroughly, and impartially addressed.
- Provide appropriate corrective action.

The goal is to prevent PA student mistreatment, harassment, discrimination and unprofessional behaviors through education and the continuing development of a sense of community. Should a PA student experience mistreatment, harassment, discrimination, and unprofessional behavior occur, the PA program administration will respond firmly and fairly.

PROCEDURE:

All members of the CMU PA Program are encouraged to report incidents of mistreatment, harassment, discrimination, and unprofessional behaviors. All faculty and staff are required to report any potential violations of this policy that may

involve sexual misconduct under the CMU Sexual and Gender-Based Misconduct policy to the CMU Title IX Coordinator for investigation (*please see Student Incident Reporting Policy*). Direct phone or email contact: Faculty, staff, and students, despite their geographical location, may discuss a violation of this policy via multiple modalities including in person, by telephone, by email, or via videoconferencing software, to any of the following individuals:

- Program Director
- Associate Program Director
- Director of Clinical Education
- Director of Didactic

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Kathleen Flannery, PA-C — 8/6/2025

Signature — *Date*

Kathleen Flannery, PA-C
CMU PA Program Director