







Guiding Principles to Nurture the H.E.A.L.T.H. of the Medical School Community

Guiding Principles	Description	Examples that Violate the Medical School's Guiding Principles
H 	<p>Act in a humane way. The medical profession is committed to caring for patients, protecting patients' rights and treating them with compassion, dignity and respect. Likewise, all Medical School students, staff, and faculty have a right to be treated with dignity and respect and are expected to treat one another in the same manner, regardless of their position or title. Mistreatment of any kind is not only inappropriate but is also prohibited by the University and Medical School policies.</p>	<ul style="list-style-type: none"> ❖ A professor berates students in class. ❖ An attending physician asks a student to plug their parking meter. ❖ A resident asks a student to go get their lunch. ❖ An attending physician asks a student to get them coffee. ❖ A professor asks a student to clean his office. ❖ A supervisor expects staff to work unreasonably long hours without any type of compensation or acknowledgment.
E 	<p>Be committed to excellence. The Medical School wants students, staff and faculty to strive for excellence in all of their endeavors. Hence, the School encourages and supports the academic, professional and personal development of all of its members. Everyone should have equal access to all opportunities and discrimination of any form is prohibited.</p>	<ul style="list-style-type: none"> ❖ Female students are discouraged from pursuing surgery. ❖ Professor tells students of color not to consider applying for a neurology residency. ❖ Only male residents are considered for chief resident. ❖ GLBT students are not allowed to attend a medical conference.
A 	<p>Accept and welcome differences. The Medical School is committed to creating a harassment-free environment that does not interfere with students' ability to learn or staff's ability to work.</p>	<ul style="list-style-type: none"> ❖ A professor does not call on students of color in class. ❖ During rounds, an attending physician makes disparaging comment about a student's religion. ❖ An attending physician makes a racial slur. ❖ A professor makes a derogatory comment about a student's sexual orientation.
L 	<p>Lead by example. Members of the Medical School community should not only be leaders in their professional and academic fields but also be leaders of integrity, that teach and model high standards of behavior.</p>	<ul style="list-style-type: none"> ❖ An endowed professor makes racial and gender biased comments in class. ❖ An attending physician has an affair with a resident in his department. ❖ An administrator repeatedly uses profanity in meetings.
T 	<p>Maintain a respectful temperament. All members of the Medical School community are entitled to be treated with respect. Everyone, irrespective of his or her role, is expected to communicate and behave in a professional and respectful manner. Appropriate boundaries and conduct should always be maintained.</p>	<ul style="list-style-type: none"> ❖ An attending physician yells at a student and makes them cry. ❖ An advisor crosses professional boundaries with an advisee by making sexual innuendos and engaging in inappropriate conduct. ❖ A resident propositions a student. ❖ A senior Medical School official ridicules staff and calls them incompetent.
H 	<p>Be honest. Members of the Medical School community are expected to conduct all of their affairs in an honest, fair and ethical manner. Intellectual, professional, and financial misconduct are not tolerated.</p>	<ul style="list-style-type: none"> ❖ A student cheats on an exam. ❖ A researcher forges a consent form. ❖ An attending physician, who has been paid by a pharmaceutical company, does not tell a student the potential side effects of a medication the company wants the physician to prescribe. ❖ A resident alters a chart to cover his misdiagnosis. ❖ A faculty member does not give a student credit for their contributions to a journal article.

