

UNIVERSITY OF MARYLAND MEDICAL CENTER GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL	PAGE: Page 1 of 3	PROCEDURE NO: GMS - W
	EFFECTIVE DATE: 11/17/11	
SUBJECT: Teacher-Student Relationships		
APPROVALS: Graduate Medical Education Committee: 11/17/11		

Purpose

The teacher-student relationship is critical to the academic mission of the University of Maryland Medical Center (the “Medical Center” or “UMMC”). This relationship vests considerable trust in the teacher, who, in turn, bears the responsibility to serve as mentor, educator, and evaluator of the students. Teachers are expected to behave in a manner that reflects the highest level of professional responsibility and protects the integrity of the student-teacher relationship.

Scope

This policy applies to those individual participating in graduate medical education training programs sponsored by the Medical Center, including:

- Those members of the medical staff involved in teaching, supervising, evaluating and/or mentoring residents and fellows;
- All residents and fellows enrolled in UMMC sponsored graduate medical education training programs; and
- Any person enrolled in an academic training program who is obtaining experience at the Medical Center.

Responsibility

It is the responsibility of all individuals who are subject to this policy to comply with its terms.

Definitions

1. “Student” shall be defined as a resident or fellow enrolled in a UMMC sponsored graduate medical education training program. .
2. “Teacher” shall include department chairs, program directors, clinical chiefs, teaching staff and all others, including residents and fellows, who have supervisory academic authority with respect to a student.
3. A “consensual sexual relationship” is an intimate romantic or sexual relationship between two individuals, both of whom consent to the nature and scope of the relationship.
4. “Supervisory academic authority” means the authority held by a physician, member of the medical staff, or a more senior resident designated by the program director to supervise resident or fellow.

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Policy

1. Sexual or intimate romantic relationships between teachers and students may create uncomfortable situations and interfere with both academic learning and Medical Center operations. Additionally, the Medical Center and the Medical Staff are committed to a zero-tolerance policy on sexual harassment.
2. Relationships of a romantic or sexual nature between teacher and student, one of whom has the actual or apparent authority to influence the career advancement of the other, may give rise to serious conflicts of interest, even when consensual. Such conflicts can result in real or apparent workplace inequities and, in some instances, violations of federal, State or local discrimination laws. For this reason, consensual sexual relationships between teachers and students are prohibited when the teacher is in a position of supervisory academic authority with respect to the student.
3. A teacher shall not assert any supervisory academic authority with respect to a student with whom the teacher previously has had a consensual sexual relationship before assuming a position of supervisory academic authority with respect to the student, regardless of whether the relationship has ended or is ongoing.
4. The UMMC Human Resources Business Partner jointly with the UMB [University Title IX Coordinator](#) shall investigate reports of prohibited consensual sexual relationships by making appropriate inquiries and, if such reports are determined to be accurate, initiating appropriate remedial measures or disciplinary action against the teacher involved.
 - A breach of this policy by the faculty teacher will be reported to the Medical Center's Code of Professional Conduct Committee, to the UMMC Human Resources Business Partner, and to the UMB Title IX Coordinator. Any action taken against the teacher will be consistent with the Medical Center's Medical Staff policies and procedures.
 - A breach of this policy by a resident or fellow acting in a teaching capacity will be reported to the UMMC HR Business Partner and the UMB Title IX Coordinator, who jointly will conduct a collaborative investigation. Any action taken against the resident or fellow will be consistent with the Medical Center's Graduate Medical Service's policies and procedures.

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- Sexual harassment and/or other sexual misconduct are prohibited by the Medical Center policy prohibiting sexual harassment and/or other workplace policies, where appropriate.