

# UMSN Guidance for Reporting Mistreatment related to Diversity, Equity and Inclusion (DEI) in the Learning Environment

7.5.2023

The faculty, staff, students, and leadership within the UMSN, as well as our clinical learning and community partners, collectively strive to foster an equitable and inclusive environment that builds on the strengths of our diversity, including our visible and invisible identities, experiences, interests, and perspectives. This commitment is further reflected within:

- UMSN DEI and Core Values
- Non-Discrimination Policy
- Student Code of Academic and Professional Conduct
- Disability Statement
- Campus Commitment to Anti-Racism
- Protection from Retaliation Policy

We understand that students may encounter challenges to our DEI values, including our commitment to anti-racism, and we must address those challenges to restore the environment for learning. The purpose of this resource is to describe the pathways for students experiencing various forms of mistreatment and/or unprofessionalism.

Students are encouraged to use this guidance to address alleged discriminatory, disrespectful, unprofessional, unethical, biased, racist, or otherwise mistreatment they encounter or observe others encountering in curricular, clinical, online and/or co-curricular contexts of learning. This includes behavior that stereotypes, excludes, harasses, or otherwise harms on the bases of visible and invisible social identities including, but not limited to, race, ethnicity, gender identity, sex, ability, sexual identity, immigration status, linguistic identity, age, weight, political identity, religion. For example, behavior that is racially or ethnically marginalizing, offensive, tokenizing, belittling, or otherwise harmful can be addressed with this guidance.

It is highly recommended that any student who experiences maltreatment make an appointment with UM Counseling and Psychological Services (CAPS). All CAPS professionals have extensive DEI training. Taking the time to reach out to CAPS is an act of self-care that is incredibly important. There are many ways to connect with CAPS.

- Call CAPS during regular business hours at 734-764-8312
- Schedule an initial consultation online 24/7 by visiting the website at [caps.umich.edu](https://caps.umich.edu).
- Reach out to the UMSN CAPS counselor Dr. Kristen Adams at [adamskri@umich.edu](mailto:adamskri@umich.edu).
- Access anonymous, peer-to-peer support, supervised 24/7 by licensed mental health practitioners via [Togetherall](#), a free service available to UM students.
- For urgent and/or after-hours support, please contact 734-764-8312 and Press 0 to speak with a licensed mental health professional.

## **DISCUSS** it.

The individual experiencing mistreatment should first, when possible and comfortable, attempt to resolve the matter directly with the alleged offender. The direct communication and conflict resolution strategies outlined in the [UMSN EPIC Feedback Model and Communication Guidelines](#), or other similar [communication resources](#) for those experiencing or witnessing microaggressions and bias, can be utilized. The individual can also bring a support person if helpful.

If the student is unsatisfied with the attempted direct resolution, or direct resolution is otherwise not possible, it is appropriate for this student to use one of the mechanisms described below. Suggested options include:

- Discuss the challenge with your clinical or course faculty member, or if more comfortable, program lead, coordinator, or director. They will facilitate the reporting of issues to the relevant departmental leadership and assist with developing and implementing appropriate supportive and restorative measures.
- You can reach out to your academic advisor, who can provide information to support your reporting and connect you with supportive resources for social and emotional support within the School of Nursing and the University.
- You may also discuss the challenge with the Chief Health and Academic Equity Officer for guidance and information on UMSN and UM-wide student-driven reporting options (confidential, non-confidential, and/or anonymous options), conflict resolution, and restorative justice-based options, as well as resources for social and emotional support. Dr. Rushika Patel can be reached at (734) 647-0143 or [rushika@umich.edu](mailto:rushika@umich.edu).

Every action will be taken to respect wishes for confidentiality; however, as Responsible Employees, the suspicion of some forms of misconduct will be promptly reported.

- If you are more comfortable, you can seek support external to the UMSN with the University Ombuds. As an off-the-record resource on campus, the Ombuds can provide resources, referrals, and guidance. The University Ombuds can be reached at [ombuds.umich.edu](http://ombuds.umich.edu) or [tlehker@umich.edu](mailto:tlehker@umich.edu).

## **REPORT** it.

- You can also make an anonymous statement to the Office of Health Equity and Inclusion using the [UMSN Virtual DEI Suggestion Box](#) or by leaving a message at 1-844-SON-TALK. The UMSN-OHEI staff will facilitate reporting any issues to the relevant departmental leadership and/or authorities to take the appropriate measures.
- You can file a confidential or self-identified [UM Campus Climate Concern](#).

- You can file an anonymous report on the University of Michigan Compliance hotline at (866) 990-0111, via the [University of Michigan Compliance website](#), or via the [University of Michigan Health System Compliance website](#).
- You can file a report with the UM Office of Student Conflict Resolution and request consultation, support, and conflict resolution services ([www.oscr.umich.edu](http://www.oscr.umich.edu)).
- You can also choose to pursue unlawful discrimination or harassment claims in compliance with the University's Nondiscrimination Policy Statement by filing a report with the Equity, Civil Rights, and Title IX Office (ECRT). Equity, Civil Rights, and Title IX Office (ECRT) can be contacted by telephone or in-person by appointment during regular office hours (Monday – Friday: 8:00 a.m. – 5:00 p.m.) or by email 24 hours a day, 7 days a week. Online reporting is also available on a 24/7 basis. Contact information is as follows:

Equity, Civil Rights and Title IX Office (ECRT)

2072 Administrative Services Building

1009 Greene Street

Ann Arbor, Michigan 48109

(734) 763-0235 (telephone)

(734) 647-1388 (TTY)

[ecrtoffice@umich.edu](mailto:ecrtoffice@umich.edu)

Follow the hyperlink to: [Online Discrimination, Discriminatory Harassment, and Sexual Misconduct Reporting Form](#)

- You can also report to the Department of Public Safety and Security. For emergencies, dial 911; for non-emergencies dial 734-763-1131. You can also report to the Ann Arbor Police Department at 734-994-2911.

**Nursing students requesting complete anonymity via any of these mechanisms should know that doing so may interfere with the University's ability to investigate a concern, respond to a concern, and the ability to receive information about the follow-up investigation and/or actions taken to restore and sustain a positive learning environment. Therefore, we recommend using one of the confidential options and considering leaving your name and contact information so that we can follow up and ask questions and provide updates on our actions.**