

## College of Osteopathic Medicine

*As published in the University of New England College of Osteopathic Medicine Student Handbook Supplement:*

**Statement on the UNE COM Student Code of Ethics and Professional Conduct Policy**

The proper practice of medicine requires the physician to maintain an unwavering standard of professionalism and ethics. The medical student, by accepting the invitation to join the medical profession, acknowledges their responsibility to uphold these high standards.

Ethics are a body of moral values that govern a particular group. The terms ethical and unethical used in this document pertain to what is right and wrong.

Conversations that address ethics will occur throughout a student's experience and are intended to reinforce and further develop ethical decision making inside the classroom, in the community, and in a clinical setting.

Any violation of the UNE COM Student Ethics Code can result in referral to Committee on Student Progress (CSP) and may result in probation, course failure, and/or dismissal.

Professionalism is the behaviors and attitudes one exhibits within a particular profession. The UNE COM Student Professional Conduct Policy was designed to set a minimum standard of behaviors society should reasonably expect of a physician in training.

Professionalism is one of the competencies assessed and graded in each course. Failure to learn and meet expectations of professionalism within delivery of the curriculum can lead to a grade of unsatisfactory or failure. Details are provided in course syllabi. In some cases, including unprofessional behavior outside of the curriculum, a referral to the Committee on Student Progress (CSP) will be made. CSP will recommend what actions should be taken. The appropriate Associate Dean will render a decision.

It is the responsibility of all UNE COM students to:

1. Uphold and have knowledge of university policy including the Conduct Rules and Regulations as defined in the UNE Student Handbook
2. Abide by the UNE COM Student Code of Ethics
3. Abide by the UNE COM Student Professional Conduct Policy
4. Abide by the American Osteopathic Association (AOA) Code of Ethics

<https://osteopathic.org/about/leadership/aoa-governance-documents/code-of-ethics/>

**UNE COM Student Code of Ethics**

- A UNE COM student will: Act honorably and honestly at all times

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- UNE COM will not tolerate dishonest or deceptive actions
- Confront or report any dishonest behavior

#### **Guidelines and Procedural Safeguards**

Any student, faculty, or staff member, administrator, or clinician who witnesses any violation of the Code of Ethics has the responsibility to ensure resolution by taking one or more of the following actions within 48 hours of obtaining knowledge of the violation:

1. Confront the individual (s) regarding the incident;
2. Confidentially discuss the incident with one or more of the following individuals\*:
  - a. Course Director;
  - b. Associate Dean of Academic Affairs;
  - c. Associate Dean of Clinical Education;
  - d. Associate Dean of Recruitment, Student, & Alumni Services (RSAS);
  - e. Regional Clinical Assistant Dean
3. File a complaint in writing or electronically describing the basis of the complaint and the alleged offences to the Associate Dean of Recruitment, Student, & Alumni Services (RSAS)

\*Only these members of the community can offer an “official” opinion on the matter, either as an individual or as a group. No disciplinary action shall result unless a formal written complaint is filed. Opinions offered by any other individuals are not to be considered “official.”

#### **UNE COM Professional Student Conduct Policy**

Satisfactory completion of the curricular requirements for graduation from the University of New England, College of Osteopathic Medicine (UNE COM) includes the demonstration of acceptable professional behavior and conduct. Students must meet the following standards and uphold the Code of Ethics throughout all years of UNE COM training to maintain eligibility for graduation.

#### **Standards for Professional Behavior**

- A. Behave in a respectful, responsible, reliable and dependable manner, e.g., manage time well, respect deadlines for assignments (including peer, faculty, and course evaluations and assessment), respect starting times for meetings and appointments; plan ahead; follow through with commitments; cooperate with person(s) in charge of programs; and take responsibility for absences or missed assignments;
- B. Demonstrate personal integrity, honesty, and self-discipline, e.g., is ethical, respectful, consistently demonstrate truthfulness in documentation, reports and

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- self-evaluations, show appropriate personal control, and assume responsibility for tasks that he/she can manage;
- C. Demonstrate cultural humility and self-awareness of own privilege in treatment of all others in the community, which encompasses the College, the University, the town and state within which we are located and the world at large;
  - D. Project a professional image in manner, dress, grooming, speech, and interpersonal relationships that is consistent with the medical profession's accepted contemporary community standards, e.g., maintain personal hygiene, notify preceptor or other leader in case of emergency absence or call to apologize if unable to notify in advance; demonstrate respect for patients and colleagues when doing patient exams or treatment;
  - E. Recognize own personal limitations and biases, – whether they are intellectual, physical, emotional and/or cultural and strives to correct them, e.g., overcome negative behaviors such as procrastination, learns to be a team member, adapts to new situations; eschews discriminatory and derogatory conduct and/or speech and defends those impacted by it;
  - F. Demonstrate professional and emotional maturity appropriate to manage tensions and conflicts that occur among professional, personal, and family responsibilities, seeking professional help if necessary, e.g., attempt to resolve personal misunderstandings and disagreements with perceived antagonists, seek appropriate help from faculty advisors, tutors, counselors, learning assistance professionals and other qualified persons, demonstrate ability to appropriately prioritize personal, professional, and academic expectations and activities;
  - G. Demonstrate ability to exercise sound judgment and to function under pressure, e.g., request help when needed and avoid endangering others, respect the difference between student physician and physician, and remain focused on the task at hand, remembering that as student physician he/she/they represents UNE COM to the community;
  - H. Demonstrate ability to learn from mistakes, failures and ingrained mindsets, heed admonitions and warnings from officers of UNE COM and of clinical supervisors, e.g., consistently accept feedback and constructive criticism regarding professional behavior and attitude, understand seriousness of academic and disciplinary warnings;
  - I. Demonstrate respect, compassion, and ability to learn with others, e.g., work cooperatively with differences and diversity across all dimensions including but not limited to race, ethnicity, nationality, age, physical and mental status, gender identity

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- and expression, sex and sexual orientation, socioeconomic status and religion, and respects the privacy and individual choice of others;
- J. Consistently demonstrate respect for administrators, faculty, staff, and fellow students of the University in all settings on and off campus, and the Clinical Sites;
  - K. The same behaviors are expected for on-line classes and experiences (see Appendix B);
  - L. The professional student/future physician adheres to the American Osteopathic Association (AOA) Code of Ethics as published by the AOA as well as any applicable College or University standards for conduct;
  - M. Students are expected to follow the University of New England Code of Conduct as outlined in the UNE Student Handbook:  
<https://www.une.edu/studentlife/handbook>