**RESPONDING TO DIETETIC LEARNER CONCERNS OF MISTREATMENT**

Approval Authority: Provost and Vice President, Academic

Established: 2020 03 02

Category: Health Sciences

Parent Policy: NOSM University Policy on Human Rights and Anti-Discrimination Harassment

1. **PURPOSE**

NOSM University (NOSM U) is committed to excellence in teaching, learning, and research and to the maintenance of a learning and work environment which promotes the understanding and respect for dignity of the persons as part of the NOSM U community and that is free from harassment and discrimination while protecting academic freedom including the rights of freedom of expression and inquiry.

The goal of this procedure is to create a climate of understanding and mutual respect where every Dietetic Learner feels part of the NOSM U community and can contribute fully to the development and well-being of NOSM U. NOSM U does not tolerate harassment or discrimination, which includes any behaviours related to intimidation, mistreatment, or other offensive conduct. When a breach of this procedure is suspected, NOSM U will respond promptly and strive to achieve a fair and timely resolution.

To prevent the mistreatment of Dietetic Learners, this procedure is guided by the Ontario Human Rights Code, the Occupational Health and Safety Act, the Canadian Standard on Psychological Health & Safety, and other legislation, policies, and collective agreements.

This procedure will be used in conjunction with NOSM U’s [Human Rights, Anti-Discrimination and Harassment Policy and Procedure.](https://nosm.sharepoint.com/docs/Policies%20%20New/HR100-HumanRightsAnti-Discrimination.docx?web=1)

1. **SCOPE**

This procedure applies to all members of the Northern Ontario Dietetic Internship Program (NODIP) and includes learners, preceptors, faculty, staff, healthcare professionals and patients.

1. **DEFINITIONS**

Definitions for academic leader, mistreatment, intimidation, discrimination, harassment, sexual or gender-based harassment, and personal (non-Code based) harassment are detailed in the [Human Rights, Anti-Discrimination and Harassment Policy and Procedure.](https://nosm.sharepoint.com/docs/Policies%20%20New/HR100-HumanRightsAnti-Discrimination.docx?web=1)

1. **PROCEDURES**

Dietetic Learners with mistreatment concerns can report mistreatment [online](https://culture.nosm.ca/mistreatment/) or via the NOSM U Well App to access the mistreatment submission form or by emailing the Director of Learner Support Services (directorlearnersupportservices@nosm.ca).

1. **RESOURCES AVAILABLE TO DIETETIC LEARNERS**

a) [Learner Support Services](https://www.nosm.ca/education/current-learners/learnersupportservices/)

b) [Homewood Health](https://www.nosm.ca/education/current-learners/homewood-health/)

1. **RELATED DOCUMENTS**

Related Documents The following documents support this procedure:

• [Human Rights, Anti-Discrimination and Harassment Policy and Procedure.](https://nosm.sharepoint.com/docs/Policies%20%20New/HR100-HumanRightsAnti-Discrimination.docx?web=1)

1. **Getting Help**

Queries regarding interpretations of this document should be directed to:

* [Director, Learner Support Services](https://www.nosm.ca/education/current-learners/contact-us/)
* [Learner Affairs Officer, NODIP](https://www.nosm.ca/education/current-learners/contact-us/)
* [Program Manager, NODIP](https://www.nosm.ca/education/nodip/about-us/nosm-u-nodip-staff/)

**AUTHORITIES AND OFFICERS**

The following is a list of authorities and officers for this procedure:

a. Approving Authority: Provost and Vice President, Academic

b. Responsible Officer: Program Manager, NODIP

**Review and Revision History**

**Review Period**: 2 years or as required

**Date for Next Review:** 2025 08 01

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| Date | Action |
| 2020 03 02  | Approved by PGME & Health Sciences Associate Dean |
| 2021 08 26 | Minor edits, update to algorithm. Approved by PGME & Health Sciences Associate Dean |
| 2022 10 12 | New template |
| 2023 11 16 | Updates to approval authority from Associate Dean PGME & HS to the Provost and Vice President Academic. Language updates to better align with the Human Rights, Anti-Discrimination and Harrassment Policy and Procedure. Included removal of repetative content. |

