



## Medical Student Mistreatment at Hopkins

Recent national surveys of graduating medical students have sparked concern at the proportion of students that report having been mistreated during medical school. Nationally, **46% of students report being “publicly embarrassed”, 23% report being “publicly humiliated”, and 40% report having experienced “other” forms of mistreatment (i.e., physical harm, racial/gender/sexual orientation based discrimination, etc)** while in medical school. Alarming, **the rates reported from graduates of Johns Hopkins School of Medicine are remarkably higher.** In addition to being troubling in itself, this data portends to a **broader problem in the clinical working and learning environment at Johns Hopkins.** This issue is being taken very seriously and has the attention and support of Johns Hopkins School of Medicine, Johns Hopkins University (especially Title IX related issues), and the Dean’s Office. This creates an opportunity to begin a discussion towards improving the learning and clinical practice environment at Johns Hopkins.

### Johns Hopkins School of Medicine (JHSOM)-Specific Data

1. **The prevalence of mistreatment at Johns Hopkins is higher than the national average:**
  - 57% of JH medical students report being “publicly embarrassed” and 29% “publicly humiliated”.
  - 7% of JH students report being physically harmed (>3x the national average; this is being further investigated) and 19% report being asked to perform personal services (>2x the national average).
2. The **sources of mistreatment** vary but are most prominently **residents** and **clinical faculty:**
  - 35% of JH students report being mistreated by a resident while at JH (over 2x the national average)
  - 21% report being mistreated by clinical faculty (national average:18%)

### Considerations

- Medical student mistreatment is inherently **difficult to define.** It is a subjective experience and definitions differ by person. Survey data can only tell a partial story.
- Mistreatment is **not limited to only medical students**, but students are the first group to have collected data. Residents, physicians, nurses, and staff all experience mistreatment.

### Why is this Important?

- The **learning environment** is one of the **most important parts of the medical school experience** here
- Students are a particularly **vulnerable population** - they are regularly moved to new environments, constantly being evaluated, and look to current residents and faculty to identify role models
- While lessons from the classroom may be quickly forgotten, **memories of being mistreated are lasting**
- This is concerning in light of recent data on **high physician burnout, substance abuse, and suicide rates**
- The students here, in addition to being colleagues, will help to define the **future culture of healthcare**

Our Vision: To foster a trusting, collegial, and collaborative environment at Johns Hopkins where students can come to learn and people can come to work free of concerns or fears of being mistreated

### Next Steps

- Creating an **Ombudsperson Office** within the School of Medicine:
  - Composed of a diverse set of faculty to respond to mistreatment events
  - Trusted outlet for students to discuss events
  - Tasked with collecting data on reports, assessing severity, determining next steps
- Creating a reporting website, similar to Patient Safety Net, where students can report mistreatment events

### Please help raise awareness by:

1. Communicating this information within your department
2. Considering strategies to reduce student mistreatment and to promote a collaborative environment within your department and throughout Johns Hopkins