

Preventing and Responding to Discrimination and Harassment During Field Training/Clinical Experiences

In the School of Public Health and Health Professions (SPHHP), our learning community is enriched by differences in perspectives and background. We seek to foster learning environments with a climate of collegiality, mutual respect for differences, and awareness of the dynamics of privilege and oppression. These expectations extend to field training and clinical experiences where students are expected to engage with others with cultural humility and, in turn, are expected to be treated fairly, respectfully, and without bias, as are the patients, colleagues and others at the site.

All field training/clinical sites are requested to review and provide a copy of their organization's non-discrimination policy with field training students during their orientation. We understand that some small organizations may not have these policies. In that case we ask that the clinical site review any existing practices for promoting inclusion with the student.

We acknowledge that unfair treatment, discrimination, harassment and microaggressions based on students', patients', colleagues' or others' identities can take place, and urge students to immediately report any incidents to UB's Office of Equity, Diversity and Inclusion (EDI) and also discuss any incidents with their field training director (contact information is provided below) without fear of retaliation or retribution. This includes incidents perpetrated toward themselves or others.

How to report discrimination, harassment or microaggressions.

Although students should report incidents, either anonymously or by name, to EDI [here](#), students are encouraged to also contact their field training director so that they are made aware of the issue and can intervene. Involved parties will be provided due process. As an alternative, students may report incidents through [EthicsPoint](#), which is UB's anonymous reporting system. It is important to note that due process considerations may limit the university's ability to respond to anonymous reports.

The field training director or EDI representative will speak with the reporting student to obtain a full understanding of the situation and how the student would like to proceed. Steps in the process may include the following:

- The field training director will consult with EDI and the SPHHP unit diversity officer.
- The field training director will report the incident to a senior representative at the field training site with authority to address the matter, and work with the site to ensure that the student is protected against further incidents of discrimination or harassment.
- In cases where the field training site cannot or will not make changes to ensure an appropriate learning environment, the field training director will make alternative arrangements to ensure that the student can meet clinical training requirements in an appropriate environment

While the field training director and EDI will ascertain how the student would like to proceed and will honor their wishes to the extent possible, there may be situations where the university is required to take action in order to avoid future harm to the student or others. If this is the case, the student will be notified of each step the university will be taking. The student will be protected from recrimination, discrimination or harassment in the future. SPHHP complies with all [non-discrimination policies](#) of the University at Buffalo.

Accommodations for disabilities

SPHHP is committed to providing equitable access to practicum learning environments. To request accommodations for a field training or clinical experience or if would like additional information, contact [Accessibility Resources](#). Students may be required to provide appropriate professional documentation to support their request.