

**MISTREAT Guide to Identify Student Mistreatment**  
Adapted for UWSOM by Marjorie Wenrich and Mark Wicks

*Were any of the following present?*

	Description	Mistreatment is not...	Mistreatment is...
<b>M</b>	Malicious Intent	A student is yelled at to move out of the way during a code	A student is pimped during rounds until she gets a question wrong and then is yelled at
<b>I</b>	Intentional intimidation	A student working with the chairman of a dept starts to feel like he doesn't know anything	A resident tells a student that she will make him cry before the rotation is over
<b>S</b>	Sexual harassment or gender discrimination	A male student is not allowed to go into a room because a female patient only wants a woman to examine her	An attending tells his team, "How do you feel about all the money wasted spent educating women in medicine when they're just going to have babies and quit."
<b>T</b>	Threatening verbal or physical behavior	An OB attending shoves a student out of the way during a delivery after the attending supervisor sees a nuchal cord	An attending throws a retractor at a student, calling the student an idiot for not being able to answer a "pimp" question
<b>R</b>	Racism or other discrimination	A student who is underperforming receives feedback that he needs to read more	A resident tells a Hispanic student that her "people" (assuming illegal immigrants) are responsible high healthcare costs
<b>E</b>	Excessive or unrealistic expectations	A student is asked to stay late to assist during a medical procedure on a patient she is following	A student is asked to perform rectal exams on all the patients admitted to the service
<b>A</b>	Abusive favors	A student is given money to get coffee for the team before rounds. Team members take turns doing this.	A student is asked to pick up an attending's dry cleaning
<b>T</b>	Trading for grades	A student is asked to review a topic and present to the team to enhance her grade	A student is told that if he helps a resident move, he will get honors