

**Joint AAMC-GSA and AAMC-OSR Recommendations
regarding
Institutional Programs and Educational Activities
to Address the Needs of
Gay, Lesbian, Bisexual and Transgender (GLBT) Students and Patients**

The GSA recommends that:

1. Institutions recognize the professional obligations of:
 - Their physician faculty and graduates to treat each patient with dignity and respect, regardless of the patient's sexual orientation or gender identity.
 - Their faculty members to prepare students to respond effectively, compassionately, and professionally to the needs of all types of patients for excellent, comprehensive health care, regardless of patients' sexual orientation or gender identity.
2. Medical school curricula ensure that students master the knowledge, skills, and attitudes necessary to provide excellent, comprehensive care for GLBT patients. Specifically, these curricula should include:
 - Training in communication skills with patients and colleagues regarding issues of sexual orientation and gender identity.
 - Visible faculty members and administrators who model behaviors reflecting respect and appreciation for each student, regardless of the student's sexual orientation or gender identity.
 - Faculty development programs for faculty members and residents regarding GLBT issues.
 - Comprehensive content addressing the specific health care needs of GLBT patients.
3. The AAMC consider initiating a Medical School Objectives Project (MSOP) effort designed to reach general consensus within the medical education community regarding the essential knowledge, skills, and attitudes that graduating medical students should possess in the area of human sexuality, including sexual orientation and gender identity, sufficient to prepare them to provide excellent, comprehensive health care to GLBT patients.
4. Student Affairs deans and other responsible institutional officials ensure a safe learning environment for all students, regardless of their sexual orientation or gender identity. A safe learning environment includes:
 - Ensuring that all students are aware of institutional non-discrimination policies.
 - An institutional culture that promotes and respects diversity in the learning community.
 - Mechanisms for students to report any instances of discrimination or mistreatment without recrimination.
 - Clear policies and procedures to be followed when discrimination or mistreatment are reported.
5. Admissions deans and admission committees be made aware that bias and prejudice concerning sexual orientation and gender identity are important issues in the learning environment for medical students. Admission materials and programs should educate applicants and prospective students about the learning community that they will be joining and about the institution's commitment to a safe, welcoming, and respectful environment for all persons.

6. Contingent on the approval of recommendations 1-5, the GSA Committee on Student Affairs (COSA) compile a set of “effective practices” in order to provide resource information for schools considering revisions in and changes to current policies, procedures, and programs.

Approved: AAMC Executive Council, March 1, 2007