

POLICY AGAINST SEXUAL HARASSMENT AND OTHER FORMS OF DISCRIMINATION

PURPOSE

The purpose of this Policy Against Sexual Harassment and Other Forms of Discrimination is to set forth the University of Tennessee College of Medicine (“UT College of Medicine” or “Sponsoring Institution”) policies and procedures prohibiting faculty and staff, as well as residents and fellows (individually a “resident” and collectively “residents”) from engaging in sexual harassment, other discriminatory harassment, discrimination, and retaliation and to inform members of the graduate medical education community about how to complain about and report potential violations of this policy.

REFERENCE

Consistent with Sections IV.I.3 and IV.I.5 of the ACGME Institutional Requirements, the Sponsoring Institution must have policies and procedures, not necessarily GME-specific, (i) covering sexual and other forms of harassment, that provides its residents/fellows access to processes to raise and resolve complaints in a safe and non-punitive environment, and in a timely manner, consistent with applicable laws and regulations, and (ii) prohibiting discrimination in employment and in the learning and working environment, consistent with all applicable laws and regulations.

POLICY

I. General

In accordance with the University of Tennessee Health Science Center Personnel Procedure # 280: *Sexual Harassment*, the University of Tennessee System Policy HR0280: *Sexual Harassment & Other Discriminatory Harassment*, the UT College of Medicine Policy 119: *Anti-Discrimination*, the University of Tennessee Health Science Center Title IX Policy captioned: *Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking Policy*, and the University of Tennessee Health Science Center 2019 Faculty Handbook Revision 3.8.7 *Relationships with Students*, the University of Tennessee Health Science Center (the “Health Science Center”), University -Wide Administration and the UT College of Medicine (including UT College of Medicine’s Graduate Medical Education Administration) are committed to providing a professional, equitable, respectful, and civil educational environment that is free from discrimination, sexual harassment and other forms of harassment, mistreatment, abuse or coercion for the entire campus community, including but not limited to faculty, staff, students, residents, postdocs, patients, clients, and applicants. Actions which violate these policies will not be tolerated and are grounds for disciplinary action up to and including termination and/or permanent dismissal.

II. Sexual Harassment Defined; Prohibition

The Health Science Center, including UT College of Medicine, prohibits employees from engaging in acts of harassment on the basis of sex (including gender, pregnancy, sexual orientation, and gender identity), as required by state or federal law. Sexual harassment and other forms of sexual discrimination are defined by each of the following policies or referenced guidelines:

- University of Tennessee Health Science Center Personnel Procedure 280: *Sexual Harassment*: <https://uthsc.policymedical.net/>
- University of Tennessee System Policy HR0280, *Sexual Harassment & Other Discriminatory Harassment Policy*: <https://policy.tennessee.edu/policy/hr0280-sexual-harassment-other-discriminatory-harassment/>

- University of Tennessee Health Science Center, *Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking Policy*: <https://www.uthsc.edu/oied/documents/title-ix-policy.pdf> (addressing Title IX)
- Health Science Center, *2019 Faculty Handbook Revision 3.8.7 Relationships with Students*: <https://uthsc.edu/afsa/faculty-affairs/documents/uthsc-consensual-relationship-policy.pdf>

III. Prohibition of Discrimination

The Health Science Center, including UT College of Medicine, prohibits discrimination in employment and in the learning and working environment on the basis of sex (as set forth above), race, color, religion, national origin, age, disability, genetic information, veteran status, and any other category protected by federal or state law.

IV. Reporting Sexual Harassment or other forms of Discrimination

- A. Reporting, Including by Residents. If you believe you have been subjected to sexual harassment or other forms of discrimination, or if you have witnessed such an action, you may contact any of the following campus officials or offices:

Office of Inclusion, Equity and Diversity:

Michael Alston, EdD
Associate Vice Chancellor for Inclusion, Equity and Diversity, and Title IX Coordinator
920 Madison Ave., Suite 825
Memphis, TN 38163; telephone 901.448.2112

and/or:

The Office of Inclusion, Equity and Diversity website to file a complaint:
<https://www.uthsc.edu/oied/file-complaint.php>

Any Title IX Mandatory Reporter: <https://www.uthsc.edu/oied/titleix.php>

GME Mandatory Reporters:

Aaron Haynes, Assistant Dean
920 Madison Ave., Suite 447
Memphis, Tennessee 38163
901.448.5364

Dr. Natascha Thompson, Associate Dean and Designated Institutional Official
920 Madison Ave., Suite 447
Memphis, Tennessee 38163
901.448.5364

All GME Program Directors

- B. Confidential Resources. There are resources (psychologists, counselors, etc.) with whom you can share information that is protected by federal and state laws and cannot be shared without your explicit permission. These resources can help you learn about your reporting options, available support services, and other resources.

More information regarding confidential resources can be found in the Office of Inclusion, Equity and Diversity Notes: Confidential Resources (<https://www.uthsc.edu/oied/documents/oied-confidential-resources-handout.pdf>).

V. Investigation Disciplinary Procedure

Following a report of harassment or discrimination, a prompt investigation will be conducted in an attempt to determine all of the facts concerning the alleged harassment or discrimination. If a harassment or discrimination investigation reveals that a violation of this Policy or an applicable Health Science Center or University of Tennessee policy occurred, corrective action may be taken against the individual as described in the applicable policy, up to and including termination and/or dismissal.

VI. Anti-Retaliation

UT College of Medicine, prohibits retaliation against any employee, resident or student for reporting a claim of sexual harassment or other forms of discrimination, assisting in the making of a report of sexual harassment or other forms of discrimination, or cooperating or participating in the investigation of a complaint. Residents who experience or witness any conduct that they believe to be retaliatory should follow the reporting procedures in this policy. Retaliation will not be tolerated by UT College of Medicine.