

GME Policy #: II-G	Graduate Medical Education Policy & Procedures Pennsylvania Hospital	Page 1 of 4 Effective: 06-18-08
	Subject: Prohibited Harassment of House Staff including Sexual, Racial and Gender Discrimination	

POLICY

This policy defines forms of harassment prohibited in the workplace. It also sets forth the procedure by which house staff may complain about prohibited harassment. House staff should note that forms of harassment not prohibited by civil rights laws is not covered by this policy. Issues concerning alleged inappropriate treatment of house staff are covered by GME Policy #II-B Appropriate Treatment of House Staff.

PURPOSE

The Pennsylvania Hospital of the University of Pennsylvania Health System (PAH) strives to preserve a work environment free from unlawful discrimination and harassment. To that end, this policy defines prohibited harassment and identifies resources available to concerned individuals.

SCOPE

This policy applies to all trainees participating in PAH sponsored GME training programs.


DEFINITION

1. Sexual Harassment

Sexual harassment involves unwelcome sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature. It may involve sexual advances coupled with an implied reward or threat of unfair treatment.

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature constitutes harassment when:

- Submission to, or rejection of, such conduct by an individual is made explicitly or implicitly a term or condition of an individual’s employment or participation in program-related activities;
- Submission to, or rejection of, such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or

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- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, or of creating an intimidating, hostile, or offensive working or training environment.

Sexual harassment can take different forms. The determination of what constitutes sexual harassment therefore will vary according to the particular context and circumstances. Examples of sexual harassment prohibited by UPHS policy include but are not limited to:

- A promise of advancement in exchange for submitting to sexual advances.
- Threatening any adverse action for refusal to submit to sexual advances or enter into a sexual relationship.
- Intentional and undesired physical contact or offensive sexual conduct tending to create a hostile work environment, including pervasive sexual joking, banter, or gestures, or unsolicited propositions.
- Stalking.

2. Consensual Relationships


Consensual sexual and/or romantic relationships between program participants and members of the department or division in which the program is located, are discouraged.

In addition, University of Pennsylvania policy prohibits consensual sexual relationships between a teacher and a student during the period of the teacher/student relationship. Consistent with that provision, sexual and/or romantic relationships between, on the one hand, department chairs and program directors, and, on the other hand, house staff, are prohibited, as are such relationships between attending physicians and house staff during the period in which the house staff is being supervised by and/or evaluated by the attending physician.

All consensual sexual and/or romantic relationships between house staff and members of the department or division must be reported to the program director or associate dean for graduate medical education by both the house staff and the department director in order to ensure compliance with the above prohibition.

3. Other Forms of Harassment

Prohibited harassment also includes verbal or physical conduct that stigmatizes, victimizes,

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or persecutes an individual or individuals based on race, national origin, ethnicity, religion, age, disability, veteran status, sexual orientation, or any other characteristic protected by law. Such harassment may include racial slurs, hate words, demeaning jokes, or derogatory statements intended to injure a person or class of persons because of a protected characteristic (e.g. race, national origin, etc.).

IMPLEMENTATION

Designated Institution Official (DIO), Office of GME, Graduate Medical Education Committee (GMEC), program directors, department chairs, and Human Resources shall be responsible for implementation consistent with the procedures described below. This policy shall also be presented to incoming house staff as part of orientation.

PROCEDURE


All UPHS employees are expected to conduct themselves in such a way that the work atmosphere remains free from all forms of prohibited harassment. Any house staff concerned that he or she, or any other house staff, has been or is being subjected to any form of prohibited harassment must without undue delay do one or more of the following things:

Confront the harasser and tell him or her that the conduct is unwelcome and should stop immediately. Notify his or her program director or department chair of the concern. Contact GME or UPHS Human Resources.

A house staff uncomfortable with speaking directly to the harasser may speak to his or her program director; a house staff uncomfortable with speaking to his or her program director may speak to his or her department chair, the GME office, or Human Resources. House staff wishing to contact GME may call 215.829-5933 or write to the DIO or Chair of the GMEC and may seek redress for inappropriate treatment in accordance with GME Policy # II-I (House Staff Discipline, Non-renewal and Dispute Resolution). House staff wishing to contact Human Resources may call 215.829-3341.

Any program director or department chair receiving a complaint of prohibited harassment under this policy must notify the GMEC chair. The program director and GMEC chair shall determine the manner in which the complaint shall be addressed.


Complaints made under this policy will be handled as confidentially as possible, consistent

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with the need to investigate and address complaints. Disclosure may be necessary for investigation and resolution.

Consistent with the principles underpinning GME Policy #II-J Ombudsperson for House Staff, no house staff shall be subject to discipline or otherwise discriminated against for conduct taken or statements made in good faith in accordance with this policy.

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