Policy: SEXUAL HARASSMENT POLICY

Effective: 10/10/96

Revised: 1/26/05, 12/19/01, 11/15/00

Procedure:

Sexual harassment is unlawful and impedes the realization of the Hospital’s mission of distinction in patient care, teaching and research. Sexual harassment violates the dignity of individuals and will not be tolerated. The Hospitals, along with the entire University community seeks to eliminate sexual harassment through education and by encouraging faculty, staff, student employees, and volunteers to report concerns or complaints. Prompt corrective measures will be taken to stop sexual harassment whenever it occurs. The Graduate Medical Education Committee, in concurrence with the Residents’ Advisory Council, adopts The Ohio State University policy (Policy 1.15) and The Ohio State University Hospitals policy (Policy 02-20) on Sexual Harassment as governance for all training program participants.

The Training Program Director is charged with the responsibility for his/her program of overseeing education about and issues regarding sexual harassment. In addition, the Program Director is expected to emphasize the importance of resident awareness regarding sexual harassment. The Program Director must assure that the housestaff obtain formal education related to this topic by either requiring the housestaff to attend the Graduate Medical Education orientation, or by offering a program within their own department. In addition, the Program Director must implement a monitoring system, which may include utilizing appropriate items on faculty, resident and program evaluation forms.

a. It is helpful for the victim to directly inform the harasser that the conduct is unwelcome and must stop.

b. In simple situations, individuals who wish to make a complaint, should talk with the responsible party or seek to resolve the situation in consultation with the Program Director or Department Chair.

c. If the issue is not resolved, contact the Assistant Dean for Graduate Medical Education, and/or College of Medicine Sexual Harassment Officer.
d. When it has been determined that sexual harassment has occurred, steps will be taken to ensure the harassment is stopped immediately. Corrective measures consistent with the severity of the offense will be imposed consistent with the applicable Hospital and University procedures and may include sanctions.

e. A resident trainee may bring an allegation against any member of the Hospital or University community or any customer, vendor, or contractor of the University. An alleged violation of the University’s sexual harassment policy may be taken to the Assistant Dean for Graduate Medical Education, the Program Director, any faculty member or staff administrator, or may be reported using the University’s confidential sexual harassment procedure if they feel that sexual harassment has occurred. All members of the medical staff should be encouraged to report concerns or complaints in a non-retaliatory environment. Prompt corrective action will be taken to stop sexual harassment whenever it occurs.

f. The Hospitals and the University will make every reasonable effort to conduct all proceedings in a manner that will protect the confidentiality of all parties. Parties to the complaint should treat the matter under investigation with discretion and respect for the reputation of all parties involved.

This policy will be enforced in the parent institution, The Ohio State University Medical Center, as well as all affiliated institutions in which residents and fellows rotate for training.