



## **HARASSMENT POLICY**

It is the policy of the School of Medicine and the Affiliated Hospital to maintain an environment which is free from all forms of harassment based on a person's legally protected status and sexual harassment (herein after referred to as harassment), improprieties and intimidation. The physician is entitled to the protections afforded by these policies while serving as a resident hereunder. The physician agrees to abide by the School of Medicine and the Affiliated Hospital's respective policies regarding equal employment, sexual harassment and harassment on the basis of other protected status. The physician acknowledges that failure to abide by the policies may result in immediate termination. Allegations of discrimination and/or harassment will be addressed in accordance with the applicable policies of the School of Medicine or the Affiliated Hospital. More specifically:

1. Any allegation of harassment made by the physician against any employee of the Affiliated Hospital shall be addressed by the Affiliated Hospital;
2. Any allegation of harassment made by the physician against any student, full-time faculty member or employee of the School of Medicine shall be addressed by the School of Medicine;
3. Any allegation of harassment made by any patient or employee of the Affiliated Hospital against the physician shall be addressed by the Affiliated Hospital; and
4. Any allegation of harassment made by any patient, student, full-time faculty member or employee of the School of Medicine against the physician shall be addressed by the School of Medicine.

*Amended and approved by the GMEC February 12, 1999*

*Amended and approved by the GMEC October 19, 2007*

*Reviewed and approved by GMEC December 16, 2016*