

Organizational Challenges in Accountability

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Framing the Conversation

We Don't
Know What
We Don't
Know

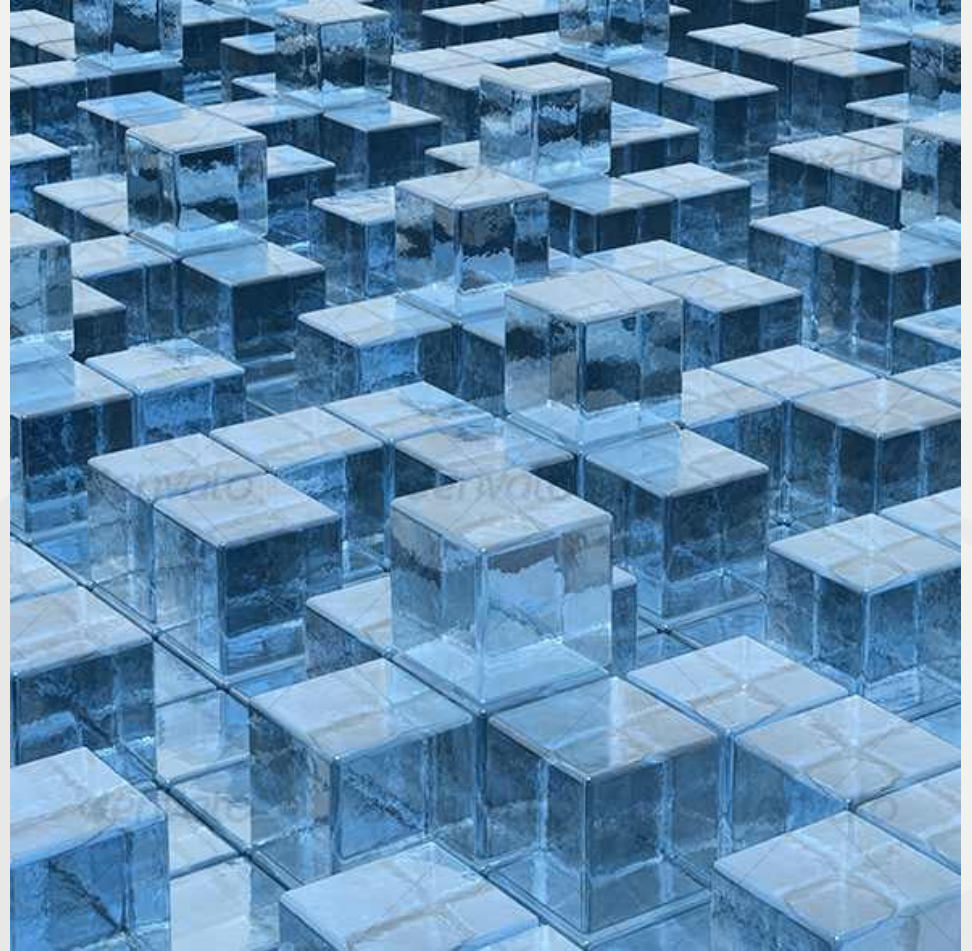
Flip the
Lens

Embrace
the Tension

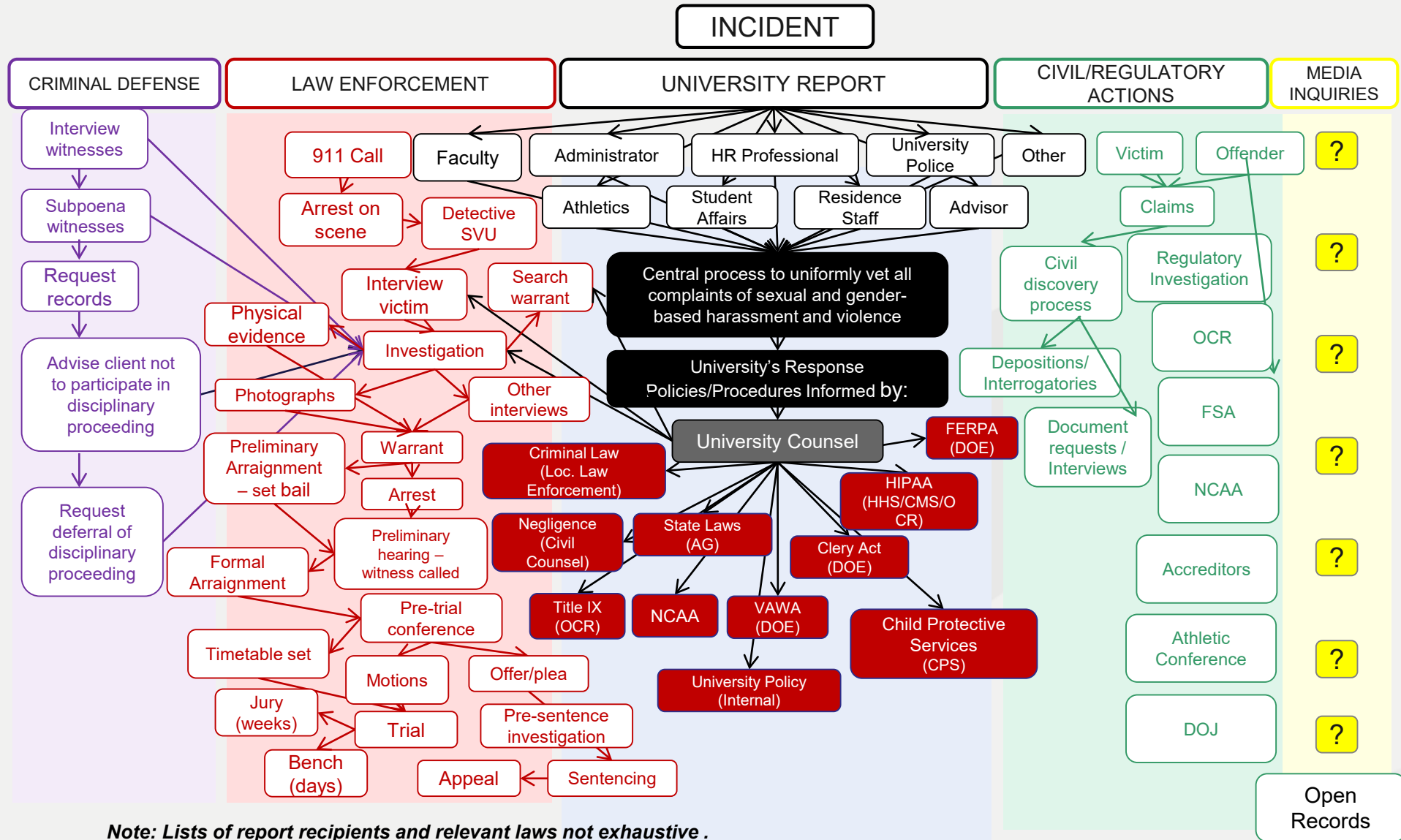
Together
We are
Better than
the Sum of
our Parts

The Context

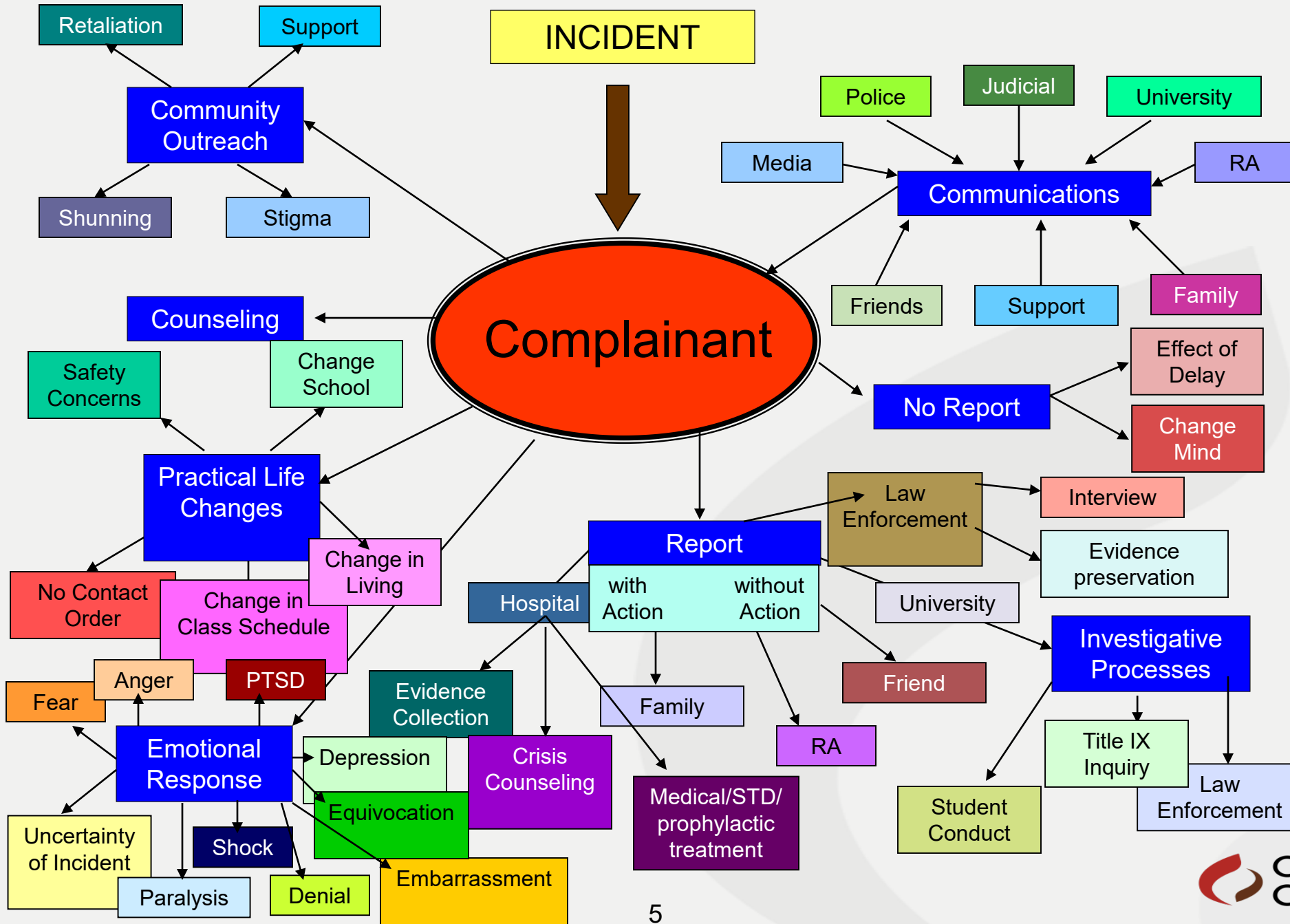
- Regulatory Framework
- Dynamics of Trauma & Sexual and Gender-Based Harassment and Violence
- Individual Culture, Climate, History, Resources, Policies, Procedures, Personnel and Values of the Institution



The Challenge of the Context



Note: Lists of report recipients and relevant laws not exhaustive.





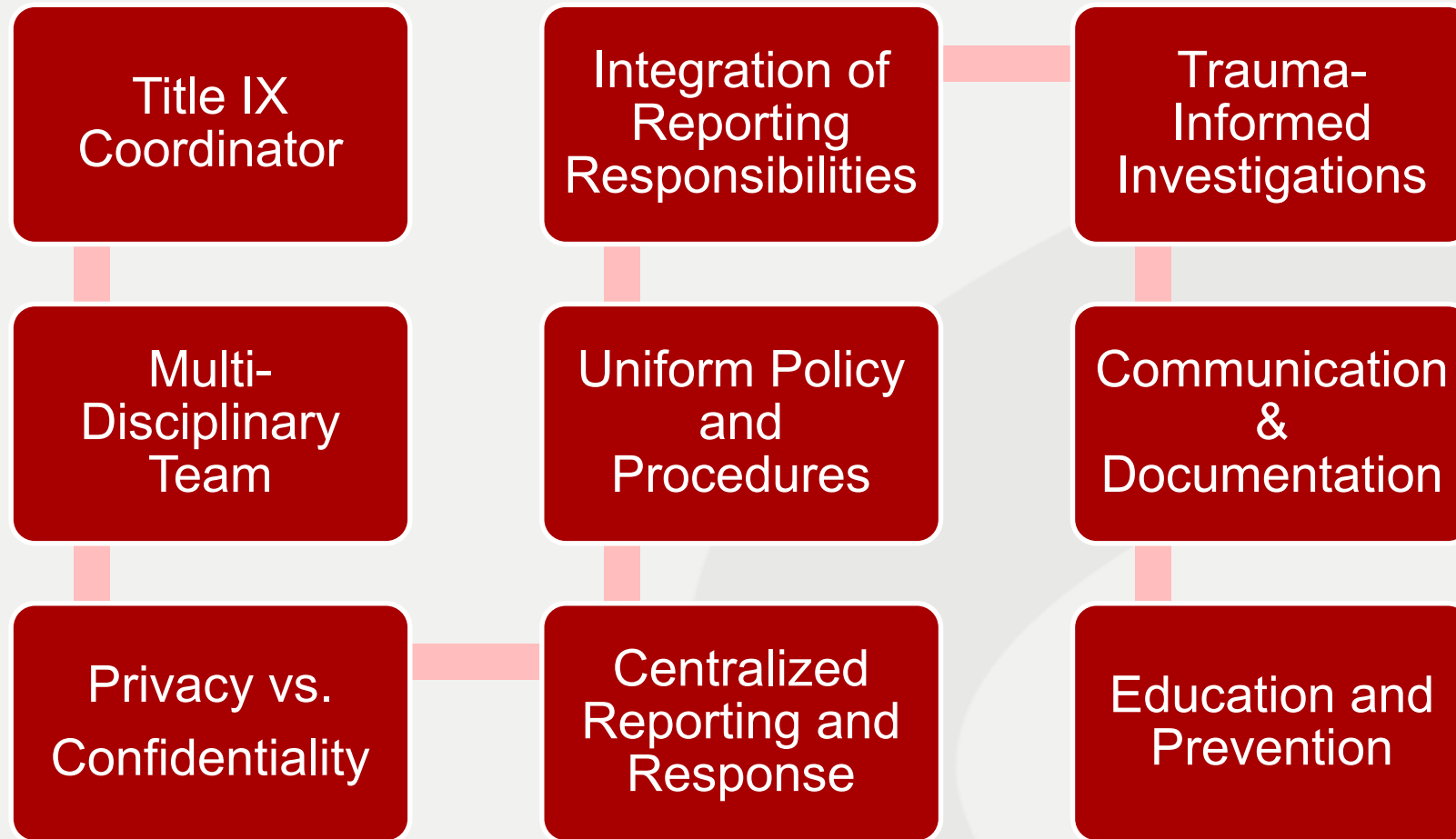
Legal and Regulatory Framework

- The Law
 - Title IX
 - Title VII
 - The Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013
 - State law reporting requirements
 - Child abuse
 - Elder abuse
 - Designated types of crimes
 - State criminal statutes

Specific Considerations

- State law oversight and licensing statutes
- Credentialing processes
- Medical board reporting
- Medical bylaws
- Health Care Quality Improvement Act (HCQIA)
- State peer review evidentiary privileges

Key Elements of Effective Practices



Effective Practices

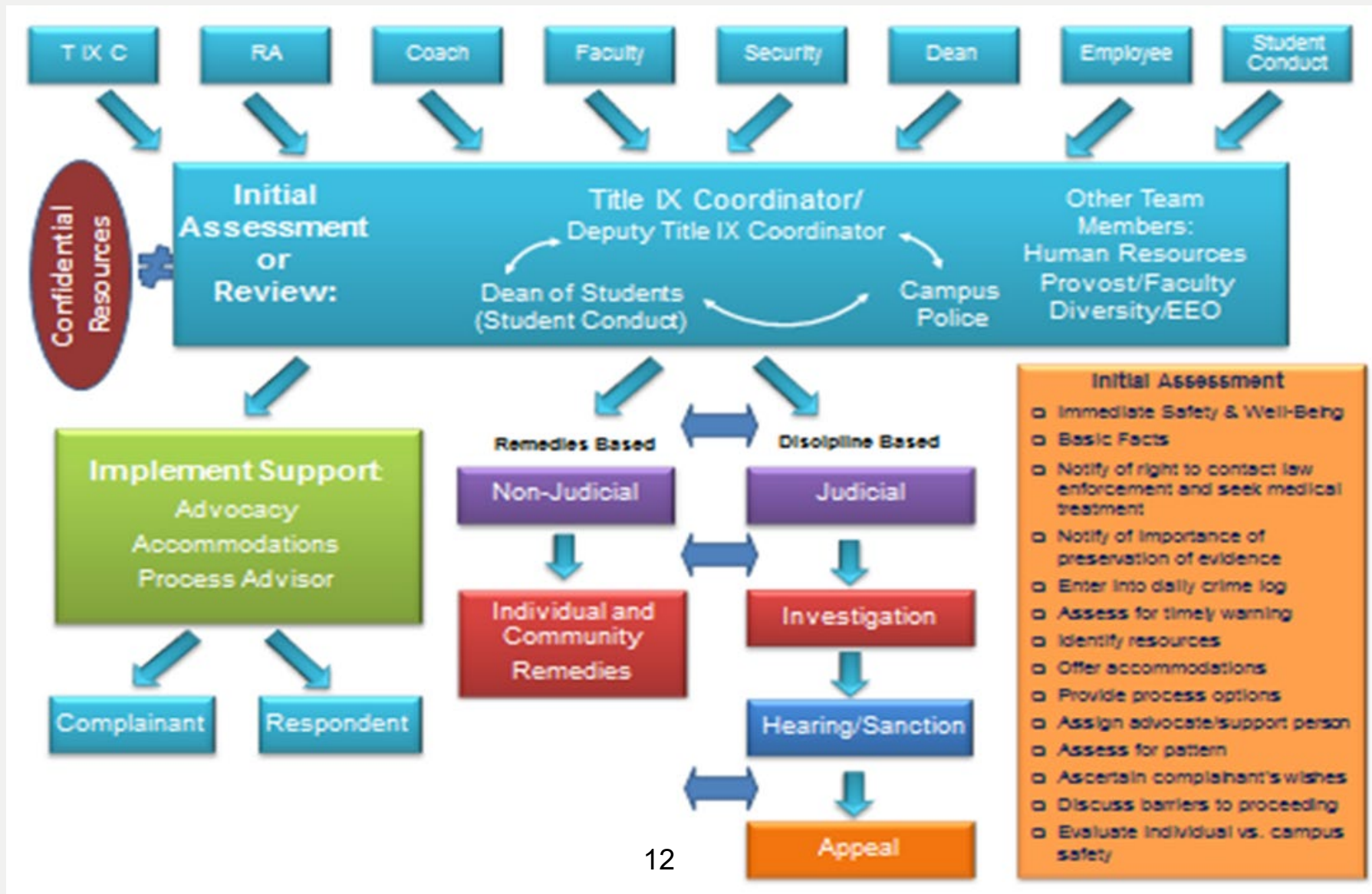
- Designated Title IX Coordinator/Deputy Title IX Coordinator
- Screening, hiring and onboarding
- Education and training
- Oversight and monitoring
- Clear policy and procedures
 - Prohibited conduct
 - Informal mechanisms for resolution/remedying concerns
 - Fair and impartial formal mechanisms for investigation and adjudication
- Attention to issues re: power differential, barriers to reporting and retaliation
- Communications to reinforce institutional commitment to accountability
- Culture/climate assessments

Effective Practices

- Reporting mechanisms
 - Centralized within medical school – and within larger institutional setting
 - Strong connection to Title IX Coordinator and individuals outside of medical school
 - Consistent documentation in Title IX and personnel files
 - Respect for agency and autonomy of complainant, balanced with Title IX obligation to maintain environment free from discrimination and harassment



Integration and Coordination



Use of Slides

- This PowerPoint presentation is not intended to be used as a stand-alone teaching tool.
- These materials are meant to provide a framework for informed discussion, not to provide legal advice regarding specific institutions or contexts.
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