

Tilman J. Fertitta Family College of Medicine

Graduate Medical Education Policies

HARASSMENT

ACGME Policies

IR IV.1.3. Harassment: The Sponsoring Institution must have a policy, not necessarily GME-specific, covering sexual and other forms of harassment, that allows 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.

Background

The Tilman J. Fertitta Family College of Medicine (COM) is committed to providing a working and educational environment free of discrimination and harassment of any kind. Actions, words, jokes, or comments based on an individual's sex, gender, gender identity, race, ethnicity, age, religion, or any other legally protected characteristics will not be tolerated.

Procedure

Any resident/fellow who feels they have been the victim of such behavior is encouraged to talk to their Program Director immediately. If they do not feel comfortable doing so, they should contact the DIO, any member of the Graduate Medical Education Office, or the University of Houston EOS Office. Those who report issues are protected from reprisal, and all such reports will be kept confidential.

Any faculty or staff member who becomes aware of possible sexual or other unlawful harassment should promptly advise the DIO, any member of COM leadership, or the UH EOS/Title IX Office. Such reports will be handled in a timely and confidential manner.

Anyone engaging in sexual or other unlawful harassment will be subject to disciplinary action, up to, and including termination.

EFFECTIVE DATE: September 1, 2021

APPROVAL DATE: August 31, 2021

NEXT REVIEW DATE: January 31, 2024