

UTHSCSA Graduate Medical Education Policies

Section 7	Health & Wellness	Effective:	October 2000
		Revised:	December 2001
Policy 7.5.	Harassment	Responsibility:	Associate Dean for Graduate Medical Education

**Harassment**

**Policy**

It is the policy of the UTHSCSA to maintain an educational and work environment free from impermissible discrimination and sexual and other forms of harassment and intimidation including but not limited to verbal and physical harassment. In compliance with all federal and state laws and regulations, UT System policy, and institutional policy, no person shall be subjected to discrimination on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability, or veteran status regarding employment or access to University programs, facilities, or services.

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

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic or employment status,
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting such individual, or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile, or offensive academic or work environment.

Such conduct on the part of faculty, staff, residents, or students is expressly prohibited and the offenders are subject to disciplinary action.

The following persons or offices have been designated as resources from whom residents who believe they may have been subjected to impermissible discrimination and/or gender, sexual or other forms of harassment in the workplace may seek informal guidance and counseling:

1. Associate Dean for Graduate Medical Education of the Medical School (567-4431).
2. Executive Director, Equal Employment Opportunities/Affirmative Action Office (567-2691).

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Any resident who feels that he or she has been subjected to impermissible discrimination and/or sexual or other harassment has the option of utilizing either a formal or an informal process. Further details and procedure for formal charges may be found in the UTHSCSA Handbook of Operating Procedures, Chapter 4, General Personnel Policies (2000), (also on the UTHSCSA website at <http://www.uthscsa.edu/hop2000/word/4%2Dtoc.html>).