

DISCRIMINATION AND HARASSMENT

It is the policy of the Graduate School of Medicine to maintain an educational and work environment free from 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, and the University of Tennessee and UT Medical Center institutional policies, no person shall be subjected to discrimination on the basis of race, color, religion, gender, national origin, age, sexual orientation, disability, or veteran status regarding employment or access to University programs, facilities, or services.

Harassment is subject to personal interpretation. Examples of harassment might include:

- Publicly addressing people in a way that would be considered by an individual or by others as being humiliating, dismissive, ridiculing, berating, personally embarrassing or disrespectful
- Asking others to perform personal chores that are not a part of regular duties and responsibilities (e.g., buying lunch, running errands)
- Telling inappropriate stories or jokes that are offensive to individuals or groups that may or may not be present (e.g., ethnic, sexist, racist)
- Behaving in an aggressive manner (e.g., yelling, throwing objects, cursing, threatening physical harm) that creates a hostile learning environment
- Excluding from educational opportunities or tasks or assigning tasks with the intent of punishment
- Making disparaging or condescending comments about others
- Intentional neglect
- Any unwanted physical contact, either same or opposite sex, such as restraining, pushing, poking, petting, patting or intentional and/or repeated touching, during normal conversation.

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.

Respect is to be demonstrated toward all individuals in the learning environment. Such an environment includes honest and constructive corrective feedback. Appropriate feedback should be provided in a helpful, specific and accurate manner, focused on behaviors, and, when negative, given privately and respectfully. Those providing feedback should do so mindful of the goal of helping the other to improve. Those receiving feedback should do so graciously, with the assumption that it is as an intrinsic part of normal professional duties to help them improve in the core competencies, and often includes description of personal behaviors that fall under the core competencies. Feedback, even when addressing sensitive

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and personal matters, should not be interpreted as harassment.

When inappropriate treatment is perceived to have occurred, the recipients must be able to communicate their concerns freely with their immediate supervisors, attending physicians or chairman utilizing either an informal or formal process. If the individual has the fear of retribution or wishes to remain anonymous the following persons or offices have been designated as guidance and counseling resources for residents who believe they may have been subjected to discrimination or harassment in the Graduate School of Medicine:

1. Designated Institutional Official (305-9290).
2. Resident Assistance Program (305-9340)
3. UT College of Medicine, Equal Employment Opportunities/Affirmative Action Office (901-678-2713).

Effective February 2010