

**POLICY AGAINST SEXUAL HARASSMENT AND OTHER FORMS OF DISCRIMINATION**Prohibition of Sexual Harassment

In accordance with the University of Tennessee Health Science Center Personnel Procedure #280 and the University of Tennessee System Policy HR0280, *Sexual Harassment & Other Discriminatory Harassment*, and the Title IX Policy captioned: *Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking Policy*, and the 2019 Faculty Handbook Revision

3.8.7 Relationships with Students, the University of Tennessee Health Science Center, University Wide Administration, the College of Medicine, its Graduate Medical Education Administration, and the UT College of Medicine Chattanooga are committed to providing an educational environment free from sexual harassment and other forms of discrimination for the entire campus community (Faculty, staff, students, residents, fellows, postdocs, patients, clients, and applicants). Actions which violate these policies will not be tolerated and are grounds for disciplinary action up to and including termination and/or permanent dismissal.

Sexual Harassment Defined

Sexual harassment and other forms of sexual discrimination are defined by each of the policies which may be found at:

- University of Tennessee Health Science Center Personnel Procedure #280: <https://universitytennessee.policypolicytech.com/dotNet/documents/?docid=115&public=true>
- University of Tennessee System Policy HR0280, Sexual Harassment & Other Discriminatory Harassment: <https://uthsc.policymedical.net/policymed/artifact/list#>
- Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking Policy (otherwise known as the Title IX Policy): <https://www.uthsc.edu/oied/documents/title-ix-policy.pdf>
- 2019 Faculty Handbook Revision 3.8.7 Relationships with Students, the University of Tennessee Health Science Center: <https://uthsc.edu/afsa/faculty-affairs/documents/uthsc-consensual-relationship-policy.pdf>

Reporting Sexual Harassment or other forms of Discrimination

If you believe you have been subjected to sexual harassment or other forms of discrimination, or you have witnessed such an action, you may contact any of the following campus officials or offices:

**Office of Inclusion, Equity and Diversity**

UT Health Science Center

Michael Alston, EdD

Associate Vice Chancellor for Inclusion, Equity and Diversity, and Title IX Coordinator

920 Madison Ave., Suite 825

Memphis, TN 38163; telephone 901.448.2112

and/or the OIED website to File A Complaint:

<https://www.uthsc.edu/oied/file-complaint.php>

**Any Title IX Mandatory Reporter:** <https://www.uthsc.edu/oied/titleix.php>

**GME Mandatory Reporters for the UTCOM Chattanooga:**

Pamela Scott, C-TAGME, Director, Graduate & Medical Student Education  
960 East Third St, Suite 104  
Chattanooga, Tennessee 37403  
423.778.7673 or 423.778.7442  
[Pscott1@uthsc.edu](mailto:Pscott1@uthsc.edu)

Dr. Robert Fore, Associate Dean and Designated Institutional Official  
960 East Third St, Suite 100  
Chattanooga, Tennessee 37403  
423.778.6956  
[rfore@uthsc.edu](mailto:rfore@uthsc.edu)

**All GME Program Directors**

**CONFIDENTIAL Resources:**

These are resources (psychologists, counselors, etc.) with whom you can share information that is protected by federal and state laws and cannot be shared without your explicit permission. They can help you learn about your reporting options, available support services, and resources.

<https://www.uthsc.edu/oied/documents/oied-confidential-resources-handout.pdf>

**Investigation and Anti-Retaliation**

A prompt investigation will be conducted in an attempt to determine all of the facts concerning the alleged harassment. UTHSC prohibits retaliation against any employee, resident or student who reports a claim of sexual harassment or other forms of discrimination against any employee, resident or student who participates in the investigation of a complaint. Retaliation will not be tolerated by the University.

\*The term, “Resident” refers to both Resident and Fellow trainees.

Approved most recently by the GMEC at its 4/19/2022 meeting.