

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 and the Graduate Medical Education Administration 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.policytech.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

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:

Aaron Haynes, Assistant Dean
920 Madison Ave., Suite 447
Memphis, Tennessee 38163
901.448.5364

Dr. Natascha Thompson, Associate Dean and Designated Institutional Official
920 Madison Ave., Suite 447
Memphis, Tennessee 38163
901.448.5364

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.