

## HARASSMENT

### Sexual Harassment

In accordance with University of Tennessee Health Science Center Personnel Procedure #280 and University of Tennessee System Policy HR0280, Sexual Harassment, the University of Tennessee Health Science Center and University Wide Administration are committed to providing a harassment free environment for the entire campus community (faculty, staff, students, residents, post docs, patients/clients and applicants). Sexual harassment will not be tolerated and will be grounds for disciplinary action.

The University of Tennessee Health Science Center is committed to fostering an environment that prevents sexual harassment of residents. The University has a commitment to professionalism, fostered by an atmosphere of mutual trust and respect. These commitments are threatened when persons in positions of authority abuse the trust placed in them.

UT Health Science Center follows the Equal Employment Opportunity Commission's guideline definition of sexual harassment as its guideline for defining sexual harassment.

This guideline defines sexual harassment as unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or status in a program, (2) submission to or rejection of such conduct by an individual is used as a 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 performance or work environment. These definitions apply to students as well as to employees who may have a complaint of sexual harassment.

In order for behavior to be considered sexual harassment, the behavior must be unwelcome and of a sexual nature. Examples include:

- Verbal harassment or abuse of a sexual nature
- Subtle pressure for sexual activity
- Commenting on a person's body, dress, appearance, gender, sexual relationships, activities, or experience;
- Unwanted touching, patting or pinching
- Demanding sexual favors which may be accompanied by implied or overt threats concerning one's job, grades, letters of promotion, pay, recommendation, etc.
- Displaying sexually suggestive objects, pictures, videotapes, graffiti and/or visuals that are not germane to any business or academic purpose; in addition to displaying or transmitting sexually suggestive electronic content, including inappropriate e-mails;

Who should I contact?

If you witness harassment or believe you have been harassed, contact the individuals/offices below:

1. If you have been harassed or are a witness to the sexual harassment of students, residents, post docs, faculty, staff or patients/clients notify your Program Director, Faculty, or the Office of Equity and Diversity.
2. If you receive a report of harassment from a medical student or witness the harassment of a medical student, notify the Office of Equity and Diversity.

**Office of Equity and Diversity**

Michael Alston, EdD

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[loed@uthsc.edu](mailto:loed@uthsc.edu), or complete an [OED incident form](#) on-line

A prompt investigation will be conducted in an attempt to determine all of the facts concerning the alleged harassment. UT HR Policy 0280 prohibits retaliation against any employee or student who reports a claim of sexual harassment or against any employee or student who participates in the investigation of a complaint will not be tolerated by the University. For more information, review the [UTHSC complaint procedure](#).

If it is determined that sexual harassment has occurred, corrective action will be taken. Depending upon the circumstances, this corrective action may include a reprimand, demotion, discharge or other appropriate actions. A person bringing an intentionally false allegation of sexual harassment may be subject to disciplinary action, which could include termination.

All residents are required to complete the Sexual Harassment Avoidance Training compliance module.

Respect for Persons

The University of Tennessee System Policy on Code of Conduct, HR0580 reads as follows:

The University of Tennessee places a high value on human relations, human diversity and human rights. Consistent with these values, the university strives to maintain a work environment that is characterized by mutual respect for all individuals. Such an environment has no place for harassment or discrimination based on race, gender, religion, national origin, age, veteran status, or disability; such behavior will not be tolerated. As befitting the university's commitment to its public service mission, university faculty and staff are expected to treat one another, students, and the general public in a cordial and respectful manner.

Respect for Others

People are the University of Tennessee's most important resource for accomplishing its teaching, research, and public service missions. Accordingly, employees are expected to be committed to creating an environment that promotes academic freedom, diversity, fair treatment, and respect for others. Employees are expected to treat one another, students, and the general public in an honest and respectful manner.