



Elson S. Floyd College of Medicine

WASHINGTON STATE UNIVERSITY

GME HARASSMENT POLICY

Policy Title: GME Harassment Policy

Policy Number:

Applies to: ESFCOM Sponsored Residency and Fellowship Programs, Trainees, Faculty, Staff

Date: 05/31/2018

1.0 Policy Statement:

It is the Elson S. Floyd College of Medicine (ESFCOM) policy to ensure that the learning environment is free from ridicule, exploitation, and any form of harassment, physical harm and threats in its GME Code of Conduct. ESFCOM does not tolerate conduct that negatively affects any Trainee's work performance or that creates an intimidating, hostile, or offensive educational or work environment as described in WSU Policies EP #15 (Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct), EP#28 (Faculty/Student and Supervisor/Subordinate Relationships), BPPM 50.30 (Workplace Violence), and BPPM 50.31 (Workplace Bullying and Harassment).

2.0 Definitions

Accreditation Council for Graduate Medical Education (ACGME): The ACGME is responsible for the accreditation of post-MD medical training programs within the United States (IR IV.H.3.)

Code of Conduct: a document setting forth practices of behavior based on mission, values, principles, and ethics of the profession or organization

Designated Institutional Official (DIO): The individual in a sponsoring institution who has the authority and responsibility for oversight and responsibility of all of the ACGME-accredited programs.

Harassment: form of misconduct that undermines the integrity of the employment or educational relationship. It includes communicating, sharing or displaying written or visual material or making verbal comments that are demeaning or derogatory to a person because of race, color, creed, religion, sex, sexual orientation, national origin, age, disability, marital status, citizenship or any other classification protected by federal, state or local law, including material or comments intended as humor.

Mistreatment: disrespect for the dignity of others and unreasonably interferes with the learning process. It can take the form of physical punishment, harassment, psychological cruelty, and discrimination based on race, religion, ethnicity, sex, age or sexual orientation.

Office of Equal Opportunity (OEO): Washington State University's (WSU) central intake, referral and investigative office and will work with ESFCOM if appropriate.

Inappropriate Conduct: unwanted in the workplace, not suitable, offensive behavior

Program Director: The designated person accountable for the Program; this person must

GME Harassment Policy

be selected by the Designated Institutional Official and possess qualifications acceptable to the appropriate Residency Review Committee (RRC) of the ACGME.

Trainee: a physician in training at an ACGME accredited graduate medical education program, the term includes Interns, Residents, and Fellows or other trainee enrolled in an educational program whose education falls under the purview of the ESFCOM Office of Graduate Medical Education.

3.0 Responsibilities

GMEC through the DIO; Associate Dean for GME; Assistant Regional DIOs

4.0 Procedures

ESFCOM will not tolerate any conduct that constitutes Unlawful Harassment or Unlawful Sexual Harassment by anyone including supervisors, co-workers, medical staff, visitors, patients, vendors, independent contractors and others doing business with ESFCOM.

All individuals associated with the Institution, including employees, faculty, and Trainees are responsible for ensuring a Harassment-free environment. Each member of the community is responsible for fostering mutual respect, for being familiar with this policy and for refraining from conduct that violates this policy. These policies are located in the ESFCOM GME Handbook and on the ESFCOM GME website with full contact information for reporting and following up on a complaint.

It is the responsibility of each Program Director and Faculty to monitor stress levels, personal well-being and behavior for signs of inappropriate behavior among Trainees. Inappropriate behavior can be reported directly to the Program Director, Director of GME, Assistant DIOs, DIO, or anonymously via the ESFCOM GME Hotline. Medical staff, nurses, patients or visitors may also report instances of inappropriate Trainee behavior to the Program Director or Faculty for review and investigation.

All faculty and Trainees are to become familiar with the EFSCOM and WSU Harassment Policies and ESFCOM's Code of Conduct. Harassment will not be tolerated. Any Trainee found to have engaged in Harassment will be subject to severe disciplinary action, up to and including discharge from the applicable training program.

The Program Director and appropriate party at the clinical site are to be involved in reviewing and investigating all Trainee related incidents of harassment. Resolutions may include implementation of disciplinary protocols outlined in the WSU policy or at the clinical site. If the clinical site's policy stands silent on an issue, the WSU policy provides the process.

The DIO is responsible for sharing the status of the investigation with the Trainee throughout the process.

GME Harassment Policy

If the Trainee or faculty member disagrees with the decision, either party can appeal the decision through the GME Grievance and Due Process policy or if faculty, directly to the Dean.

Protection from Retaliation

Retaliation in any form is a violation of the ESFCOM Code of Conduct as outlined in the faculty handbook and human resource policies. Appropriate action is to be taken to protect the Trainees from harm or any type of retaliation. Faculty, Trainees, staff and administrators who are accused of harassment are informed that retaliation is regarded as a violation of University Policy and is managed as a separate and distinct form of mistreatment.

The institution prohibits acts of reprisal against anyone involved in lodging a good faith complaint. Conversely, the institution considers intentionally filing false reports of Harassment a violation of this policy.

Rights of the Accuser and Accused

The accuser and accused will have rights to the following:

a) due process, b) confidentiality c) a fair, thorough and timely investigation and d) communication regarding the outcome of the complaint (in keeping with privacy policies).

5.0 Related Policies

WSU Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct [EP#15](#)

WSU Policy on Faculty/Student and Supervisor/Subordinate Relationships [EP#28](#)

WSU Workplace Violence Policy [BPPM 50.30](#)

WSU Workplace Bullying and Harassment Policy [BPPM 50.31](#)

ESFCOM GME Grievance and Due Process Policy

Washington Administrative Code against Retaliation WAC 504-26-230

6.0 Key Search Words

Trainee; Harassment; Retaliation; Rights of accuser and accused

7.0 Revision History

Original Approval	Policy number	Revision Date Approval
May 31, 2018		

Responsible Office: Designated Institutional Official; GME Office

Policy Contact: GME Office, GME Director, Institutional Coordinator

Supersedes: N/A