



OMEACO

Graduate Medical Education

Approved by the GMEC (Graduate Medical Education Committee) on May 23, 2023

Effective Date: July 1, 2023

Review Date: May 2023 (New)

Next Review Date: May 2024

Policy Title: Sexual Harassment and Other Discriminatory Practices Policy

Policy Type: Sponsoring Institution/Sponsored Program Policy

Purpose: To ensure that Oklahoma law is followed by the sponsored programs. Under Oklahoma law, employers may not discriminate on the basis of race, color, religion, sex, national origin, age, genetic information, or disability, unless the employer can demonstrate that accommodation for the disability would impose undue hardship on the operation of the business of such employer.

1. The sponsoring Institution is committed to providing a professional, equitable, respectful, and civil educational environment that is free from discrimination, sexual harassment and other forms of harassment, mistreatment, abuse, or coercion for the entire campus community, including but not limited to faculty, staff, students, residents, 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.
2. Residents are required to comply with the bylaws, policies and rules and regulations of the participating site of the sponsored programs.
3. Resident conduct that is in violation of professional and/or ethical standards, disrupts the normal operation and functioning of the participating sites or jeopardizes the safety and welfare of patients, peers or hospital staff is not considered acceptable.

Reporting of Sexual Harassment and Discrimination

1. Reporting is required by Residents. If residents believe they have been subjected to sexual harassment or other forms of discrimination, or if they have witnessed such an action, they are required to contact their designated official at the sponsored site (site director). If they are unsure of who that individual is, they should contact their program director.

2. If the resident does not feel comfortable contacting their sponsored program official or program director, they should contact the DIO's office. The DIO's office will then provide guidance on the next steps.
3. The sponsoring Institution is responsible for all ACGME accredited sponsored programs. Sponsored programs take responsibility for oversight for their respective trainees at all participating sites as it relates to sexual harassment and discriminatory practices. It is thus the responsibility of the program director to be aware of incidents that may arise that surround this type of activity.
4. If the resident is found to be the one that is participating in sexual harassment or other discriminatory practices, disciplinary actions and/or interventions are the responsibility of the sponsored program and should follow sponsored program policies in concert with sponsoring institution policies and procedures.
5. Participating sites must report physical/mental or policy violations to the program director or their designee of the sponsored program. If the program has assigned a site director at the participating site, it is acceptable to notify this individual if this is the process that has been delineated by the program director of the sponsoring program. If neither of these individuals are readily available, the DIO should be notified.

If there are discrepancies between Sponsored Program and Sponsoring Institution policies, in general the stricter of the two policies will apply; however, the Sponsoring Institution and the Sponsored Programs will work collaboratively to come to consensus in areas of debate.

References

ACGME Sponsoring Institution Requirements

IV.1.3. Harassment: The Sponsoring Institution must have a policy, not necessarily GME-specific, covering sexual and other forms of harassment, that allows residents/fellows access to processes to raise and resolve complaints in a safe and non-punitive environment and in a timely manner, consistent with applicable laws and regulations. (Core)

ACGME Common Program Requirements

VI.B.6. Programs, in partnership with their Sponsoring Institutions, must provide a professional, equitable, respectful, and civil environment that is free from discrimination, sexual and other forms of harassment, mistreatment, abuse, or coercion of students, residents, faculty, and staff. (Core)

VI.B.7. Programs, in partnership with their Sponsoring Institutions, should have a process for education of residents and faculty regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns. (Core)