

**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**NON-SEXUAL HARASSMENT POLICY**

**Purpose**

To prevent sexual harassment in the work place and provide recourse if it does occur.

**Applies To**

All Conemaugh Memorial Medical Center (CMMC) residency/fellowship training programs.

**Policy**

All resident/fellowship training programs will use standard criteria to prevent and provide recourse if sexual harassment in the work place does occur.

**Procedure**

- A. The Graduate Medical Education (GME) at CMMC has adopted the following definition and description of sexual harassment adapted from the “Sexual Harassment and Exploitation between Medical Supervisors and Trainees” report of the American Medical Association Council on Judicial and Ethical Affairs:

*“Sexual harassment may be defined as unwelcome sexual advances, requests 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 academic success, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting such an individual, or (3) such conduct has the purpose or effect of interfering with an individual’s work or academic performance or creating an intimidating hostile or offensive work or academic environment.*

*Examples of sexual harassment include: unwelcome sexual advances, favoritism based upon gender, sexist jokes or slurs, the exchange of rewards for sexual favors, and malicious gossip or rumors. Sexual harassment also encompasses the use of sexist teaching materials, denied opportunities or poor evaluations because of gender, and punitive measures based upon the refusal of sexual advances.”*

**B. Faculty Responsibility**

It is the responsibility of everyone in academic administration to abide by this policy and the CMMC Organizational Policy.

**C. Reporting**

A resident/fellow or student who believes he or she has been the subject of sexual harassment is to follow the reporting mechanism found in the Human Resources policy

**D. Corrective Measures**

Corrective measures will follow the procedure outlined in the corporation policy.

**E. Educational Measures**

The Department of Graduate Medical Education will educate resident/fellows/faculty by:

1. Referencing the sexual harassment policy in the resident/fellows’ contracts.
2. Distributing this policy to all resident/fellows.

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3. Referencing this policy during resident/fellows' orientation.
4. Providing conferences on sexual harassment as needed.

**Follow the CMMC Human Resource Policy titled "Non-Harassment"**

**References**

IR: IV.H.3 (Harassment)

GMEC revised: 1/2016, 3/2018

GMEC reviewed: 8/2003, 9/2003, 8/2004, 10/2005, 12/2006

Approved by GMEC: 8/2003