



OSU Medical Center Resident and Fellow Harassment Policy

It is the policy of OSU Center for Health Sciences (OSU-CHS), as the sponsoring institution for OSU Medical Center (OSUMC) that harassment (including, but not limited to: sexual, verbal, physical, age, orientation, disability, religion, racial, bullying, stalking, and psychological) by or of its residents and fellows, in any form, is unacceptable and is not tolerated.

Sexual harassment exists whenever an individual's submission to an unwelcome sexual advance, request for sexual favor, or other verbal or physical conduct of a sexual nature is an explicit or implicit condition of employment. Also, sexual harassment is present whenever an individual's submission to or rejection of a sexual advance, request, or conduct constitutes the basis of an employment decision affecting him or her. Sexual harassment may also include unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, subtle pressure or requests for sexual activities, unnecessary touching of an individual, graphic verbal commentary about an individual's body, sexually degrading words used to describe an individual, a display in the work place of sexually suggestive objects or pictures, sexually explicit or offensive jokes, conversations that are of a sexual nature, or physical assault.

Verbal harassment is language that is directed at another person that causes that person harm. This includes unnecessary shouting, rude behavior, using swear words, etc. Verbal harassment also includes demeaning the individual's self-esteem, joking in public about a person's qualifications, job, responsibilities, name-calling, and otherwise diminishing a person's self-worth.

Physical harassment includes physical touch and violence, such as hitting, slapping, pushing, manhandling, and fist fighting.

Age harassment falls under, age discrimination and occurs when discriminatory actions or words are directed at an individual based on his or her age.

Orientation harassment is based on a person's gender and/or preferred sexual orientation. This includes unwelcome conduct or comments, severe or pervasive enough to alter the conditions of employment and create a hostile work environment.

Disability harassment is any form of speech or action that draws undue attention to a disability, either mental or physical, and includes rude comments about an individual's disability, ill-treatment, public humiliation, and making the individual feel inferior due to their limitations.

Religious harassment consists of behavior that seeks to make someone feel threatened or emotionally distressed due to his or her religious beliefs or background. This is often connected to cultural and religious persecution or prejudice and takes many forms.

Racial harassment is discrimination against an individual based on a person's race, color, or ethnicity. Harassment of this form can be physical, verbal, or written.

Bullying is behavior that makes someone feel intimidated or offended; including, but not limited to malicious rumors, unfair treatment, picking on or regularly undermining someone, denying someone's training or promotion opportunities.

Stalking is harassing or persecuting someone with unwanted and obsessive attention, focused on intentionally and repeatedly following a person and making a credible threat, expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm.

Psychological harassment, also known as emotional or mental bullying, includes unwarranted hostile behavior, verbal threats, intimidating actions, and aggressive gestures toward another individual.

REPORTING HARASSMENT:

Any individual who believes that he/she or others have been the subject of harassment must report it immediately to the program director or the HR Department. Failure to properly report perceived harassment may result in corrective action. If the resident/fellow prefers to deal with the matter informally the program director or HR department will attempt to achieve resolution acceptable to the complainant.

PROCEDURES:

Any resident or fellow who believes that he/she is or has been the victim of harassment, including but not limited to the conduct listed above, by any program director, faculty, manager, another resident or fellow, executive, or other employee, or by any other person in connection with his/her training at OSUMC, may make a written formal report of the matter to the immediate attention of his/her program director or the Human Resources Department. An individual who is uncomfortable for any reason in bringing such matter to the attention of his/her program director, or who is not satisfied after bringing the matter to the attention of his/her program director, may report the matter to the DIO or the Human Resources Department. All formal complaints of sexual harassment must be referred to the Human Resources Department for proper investigative procedure. For all other forms of harassment entailing a formal complaint, the program director or DIO will investigate the matter, report the results to the complainant and decide the appropriate remedy if the harassment took place. Any questions about this policy or potential harassment should also be brought to the attention of the same persons. All allegations of sexual harassment will be investigated in as confidential a manner as possible under the circumstances and will see that appropriate corrective action is taken if warranted.

Retaliation by OSUMC or by any individual against any resident or fellow who makes a good faith report pursuant to this policy will not be tolerated, even if the outcome is that there has not been a violation of this policy.

Any individual who is determined, after an investigation, to have engaged in harassment in violation of this policy, is subject to appropriate sanctions depending on their position.