NORTH CAROLINA BAPTIST HOSPITALS, INC.
POLICY AND PROCEDURE

From: Physician Services

Approved by: _____
Director, Physician Services

_____
Chair, Graduate Medical
Education Committee

Prepared by: Physician Services

SUBJECT: SEXUAL HARASSMENT

I. POLICY

It is the policy of North Carolina Baptist Hospitals, Inc. that they maintain an educational and working environment free from sexual harassment. Sexual harassment will not be tolerated. Sexual harassment may result in disciplinary action up to and including dismissal.

II. PURPOSE

For purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

a. submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic success;

b. submission to or rejection of the conduct by an individual is used as a basis for employment or academic decisions affecting the individual; or

c. the 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.

III. PROCEDURE

Any individual who believes that he or she has been sexually harassed or has observed or been subject to this policy has a responsibility to bring the matter to the attention of the appropriate institutional representative:

1. Program Director
2. Director, Physician Services
3. Chair, Graduate Medical Education Committee
4. Department Chair
5. Hospital Administration

Complaints of sexual harassment will be treated seriously and will be promptly investigated with reasonable steps being taken to protect the confidentiality of both parties. Individuals who report sexual harassment or present evidence in a sexual harassment investigation are protected from retaliatory personnel or academic action.

Reference: Accreditation Council on Graduate Medical Education Institutional Requirements 2002-2003.

1996; reviewed 9/99; reviewed 10/02