

HARASSMENT

Sexual Harassment

In accordance with University of Tennessee Health Science Center Personnel Procedure #280 and University of Tennessee System Policy HR0280, Sexual Harassment, the University of Tennessee Health Science Center and University Wide Administration are committed to providing a harassment free environment for the entire campus community (faculty, staff, students, and applicants). Sexual harassment will not be tolerated and will be grounds for disciplinary action.

The University of Tennessee Health Science Center is committed to fostering an environment that prevents sexual harassment of students and employees. The University has a commitment to professionalism, fostered by an atmosphere of mutual trust and respect. These commitments are threatened when persons in positions of authority abuse the trust placed in them.

The University's Sexual Harassment Policy includes relationships between a faculty member and a student when the faculty member has a professional responsibility for the student.

UT Health Science Center follows the Equal Employment Opportunity Commission's guideline definition of sexual harassment as its guideline for defining sexual harassment.

This guideline defines sexual harassment as unwelcome sexual advances, request 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 status in a program, (2) submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's academic performance or work environment. These definitions apply to students as well as to employees who may have a complaint of sexual harassment.

In order for behavior to be considered sexual harassment, the behavior must be unwelcome and of a sexual nature. Examples include:

- Verbal harassment or abuse of a sexual nature
- Subtle pressure for sexual activity
- Sexist remarks about a person's clothing, body or sexual activities
- Unwanted touching, patting or pinching
- Demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of promotion, pay, recommendation, etc.
- Inappropriate display of sexually suggestive or pornographic materials

All complaints should be directed to the Office of Equity and Diversity; 920 Madison Ave., Suite 420; Memphis, TN 38163; (901) 448-2112 / 5558.

An immediate investigation will be conducted in an attempt to determine all of the facts concerning the alleged harassment. Retaliation against any employee or student who reports a claim of sexual harassment or against any employee or student who participates in the investigation of a complaint will not be tolerated by the University.

If it is determined that sexual harassment has occurred, corrective action will be taken. Depending upon the circumstances, this corrective action may include a reprimand, demotion, discharge or other appropriate actions. A person bringing a frivolous allegation of sexual harassment may be subject to disciplinary action, which could include termination.

All residents are required to complete the Sexual Harassment Avoidance Training compliance module.

Respect for Persons

The University of Tennessee System Policy on Code of Conduct, HR0580 reads as follows:

The University of Tennessee places a high value on human relations, human diversity and human rights. Consistent with these values, the university strives to maintain a work environment that is characterized by mutual respect for all individuals. Such an environment has no place for harassment or discrimination based on race, gender, religion, national origin, age, veteran status, or disability; such behavior will not be tolerated. As befitting the university's commitment to its public service mission, university faculty and staff are expected to treat one another, students, and the general public in a cordial and respectful manner.