



# Pulmonary & Critical Care Medicine Fellowship

## University of Tennessee Health Science Center

### **Sexual Harassment Guidelines**

The University of Tennessee, Memphis is committed to fostering an environment that prevents sexual harassment. The University's Sexual Harassment Policy includes relationships between faculty members and students when the faculty member has a professional responsibility for the student. UT Memphis 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, 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, (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual or, (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work environment.

These guidelines are implemented at The University of Tennessee, Memphis in the following manner:

- A. All UT Memphis employees are responsible for avoiding behavior that would be in violation of the UT sexual harassment policy. Appropriate disciplinary action will be taken against individuals found to have violated that policy.
- B. Faculty members or students, including residents, at UT Memphis may file a complaint alleging violation of the sexual harassment policy with the Office of Affirmative Action, 62 South Dunlap (901) 448-5558, TDD (901) 448-7382. Applicants for faculty positions may also file a complaint with the Office of Affirmative Action.
- C. Any student, including residents, whose educational progress and opportunities are affected by behavior which may violate UT's sexual harassment policy is protected against such behavior under the definitions, processes and consequences cited above. Complaints alleging violation of the sexual harassment policy may be filed with the Office of Affirmative Action, 62 South Dunlap, (901) 448-5558, TDD (901) 448-7382.
- D. Any non-exempt or non-faculty exempt employee or applicant for non-exempt or non-faculty exempt positions may file a complaint alleging violation of the sexual harassment policy with the Manager of Employee Relations, 822 Beale, Suite 215, (901) 448-2784.

E. Both males and females can be perpetrators of sexual harassment and both males and females can be victims of sexual harassment.

F. Persons who knowingly bring false allegations may be subjected to immediate disciplinary action, up to and including termination of employment.

This procedure is intended to protect all UT Memphis employees and students.

Sexual harassment in the classroom is prohibited by Title IX of the Education Amendments of 1972, defined as follows:

...verbal or physical conduct of a sexual nature. Imposed on the basis of sex by an employee or agent...that denies, limits, provides different, or conditions the provisions of aid, benefits, services, or treatment protected under Title IX.

### **Recognizing Harassment**

For behavior to be considered sexual harassment, it must be unwelcome and of a sexual nature. Examples may include:

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

### **Preventing Harassment**

Often the harasser does not realize how distressing his/her behavior is. **DO NOT** remain silent - for your own sake.

- **Tell** the harasser exactly what he/she is doing that bothers you, and that you want it to stop. A direct confrontation will shock some harassers into stopping their offensive behavior.

- If you witness someone else being harassed, **encourage** that person to report the incident, and offer to be a witness.
- If you are harassed, **report** it immediately
- **Remember**, you have the right to a working and learning environment free of harassment. Don't worry about a harasser's power or self-respect - worry about your own.

Although no one likes to think of himself or herself as a sexual harasser, you might want to re-evaluate some behaviors of your own.

- Do you refer to women who work with you as "girls?" Do you call co-workers "babe" or use other demeaning "endearments?" (Do not assume they don't mind being addressed in this manner simply because they haven't complained!)
- Do you tell off-color jokes or talk about your own or someone else's sex life in the presence of someone who might be offended by it?