

TEMPLE UNIVERSITY HOSPITAL GRADUATE MEDICAL EDUCATION POLICIES AND PROCEDURES

NUMBER: TUH GMEC – 206
TITLE: Workplace Harassment and Violence
EFFECTIVE DATE: 09/00/1992
LAST REVIEWED: 09/01/2005, 08/01/2006, 05/22/2007, 08/2009,
LAST REVISED: 01/07/2011; 10/31/2014
REFERENCES: TUHS Policy 950-559

PURPOSE

This policy and procedure is intended to reinforce Institutional Policy #950.559 which can be found in the Hospital Policies and Key Documents. A copy of #950.559 is attached for convenience.

POLICY

Temple University Hospital has a zero tolerance policy with regard to disruptive behavior, harassment, and workplace violence. Unprofessional, unwelcome, disruptive, bullying, harassing, and or violent conduct is prohibited – whether the form is verbal, written (including text messages and emails), or physical. Conduct and behaviors that are prohibited include, but are not limited to, making sexual advances or sexually offensive motions or gestures, visual displays of pornography; creating a hostile work environment; disrupting the work of others; interfering with work performance; verbal abuse, intimidation of others, physical abuse or violence; making pointed reference to weapons or bringing them to the workplace; displaying overt signs of hostility or anger; making threatening remarks or gestures; or displaying irrational or inappropriate behavior. t. Such policy applies to all individuals at the Health Sciences Campus and the University. Harassment training is mandatory for all Residents in any Graduate Medical Education Program at Temple University Hospital.

PROCEDURES

1. Temple University Hospital affirms its responsibility to provide an educational environment free of sexual and other forms of harassment as defined and prohibited by law.
2. Harassment, in any form, is considered unacceptable conduct which will not be tolerated.

NOTE: ANY PRINTED COPY OF THIS POLICY IS ONLY AS CURRENT AS OF THE DATE IT WAS PRINTED; IT MAY NOT REFLECT SUBSEQUENT REVISIONS. REFER TO THE ON-LINE VERSION FOR MOST CURRENT POLICY.

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3. The Human Resources Department provides specially trained individuals to investigate and to recommend corrective actions, when warranted, regarding allegations of harassment.
4. All Program Directors have an affirmative responsibility to report allegations of sexual and other forms of harassment to the Graduate Medical Education Office. Residents are also encouraged to self-report. A confidential hot-line (2-COPE) is provided to all residents and may be used to report instances of harassment, violence or disruptive behavior.
5. It is strongly recommended that each Residency Program develop its own departmental policy and procedure for reporting sexual and other forms of harassment.
6. The Hospital will rely upon Institutional Policy #950-559 to guide its actions in response to any and all allegations of sexual harassment.
7. If allegations of sexual and other forms of harassment are found to be substantive, the Hospital will take prompt corrective action. Such action may include discipline up to and including termination.

Note: ACGME makes no distinction between interns, residents, and fellows. All levels are referred to as “residents”.

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APPROVALS

Note: The signed original of this policy is on file in the Office of Graduate Medical Education

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