

## **POLICY ON HARASSMENT**

### **PURPOSE:**

This policy addresses Accreditation Council for Graduate Medical Education (ACGME) *Institutional Requirements IV.I.3. Harassment*:

*The Sponsoring Institution must have a policy, not necessarily GME-specific, covering sexual and other forms of harassment, which allows residents/fellows access to processes to raise and resolve complaints in a safe and non-punitive environment consistent with applicable laws and regulations. (Core)*

### **DEFINITIONS:**

See the *NSU Graduate Medical Education Glossary of Terms* dated April 1, 2021; the *ACGME Glossary of Terms* dated April 15, 2020; as well as the *Common Acronyms/Abbreviations Used in Graduate Medical Education* last updated April 4, 2019.

### **BACKGROUND:**

NSU and the Office of Graduate Medical Education's position is that discriminatory behavior or harassment is a form of misconduct that undermines the integrity of the employment relationship. None of the listed forms of harassment will be tolerated.

Specifically, regarding sexual harassment, no employee, either male or female, should be subject to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, that is personally offensive, and that debilitates morale, and therefore, interferes with work effectiveness. Such behavior will result in discipline action up to and including termination.

### **POLICY:**

The NSU Office of Graduate Medical Education has adopted the following policy, which is that all employees have the right to work in an environment free from racial, religious, national origin, gender, sexual harassment, sexual orientation, age, disability and pregnancy discrimination. The policy establishes guidelines that are consistent with Federal, state and local laws.

All ACGME-accredited programs at NSU will follow the NSU Sexual Harassment and Equal Employment and Nondiscrimination policies.

For policy statements:

- NSU Employee Policy Manual – Sexual Harassment - found at:  
[nova.edu/portal/hr/policies/sexual-harassment.html](http://nova.edu/portal/hr/policies/sexual-harassment.html) (must log in to NSU employee portal to access)
- NSU Employee Policy Manual – Equal Employment and Nondiscrimination Policies - found at:  
[nova.edu/portal/hr/policies/equal-employment-nondiscrimination.html](http://nova.edu/portal/hr/policies/equal-employment-nondiscrimination.html) (must log in to NSU employee portal to access)

*Initial Approval by GMEC on July 7, 2017*

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