

XIX. POLICY ON HARASSMENT AND DISCRIMINATION

Revised 15-December-2021

I. References

In accordance with Sections IV.I.3 and IV.I.5 of the ACGME Institutional Requirements, the Sponsoring Institution must have policies, not necessarily GME-specific (i) covering sexual and other forms of harassment, that allows residents access to processes to raise and resolve complaints in a safe and non-punitive environment and in a timely manner, consistent with applicable laws and regulations, and (ii) prohibiting discrimination in employment and in the learning and working environment, consistent with all applicable laws and regulations.

II. Policy

Tulane University School of Medicine (the “School of Medicine”) is committed to creating and maintaining an environment in which all individuals are treated with respect and dignity. School of Medicine residents, fellows, faculty, administration and staff have the right to train and work in an environment free from unlawful harassment, including sexual harassment, and discrimination. Harassment or discrimination, whether verbal, physical, written, or visual, is unacceptable and will not be tolerated.

Tulane University (“Tulane”), inclusive of the School of Medicine, prohibits discrimination in its employment practices or educational programs/activities on the basis of age, color, disability, gender expression, gender identity, genetic information, marital status, military status, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status, or any other status or classification protected by federal, state, or local law.

The School of Medicine follows Tulane’s policies and procedures on discrimination and sexual and other forms of harassment and has procedures to raise and resolve complaints in a safe, non-punitive manner. Policies governing Equal Employment and Educational Opportunities, Anti-Discrimination, Prohibited Conduct, prohibited Retaliation and additional policies are available from Tulane’s Office of Human Resources & Institutional Equity. The policies are available online at: <https://equity.tulane.edu/report-claim/policies> (Equal Opportunity/Anti-Discrimination Policies).

III. Reporting

Anyone who has information about someone being discriminated, harassed, or retaliated or who believes that they have been discriminated, harassed, or retaliated against is encouraged to file a complaint to the Office of Institutional Equity, either online <http://tulane.edu/concerns> or by direct contact to the Office of Institutional Equity, as further detailed in the Equal Opportunity/Anti-Discrimination Policies.

A report of possible harassment or discrimination will be taken seriously and addressed in accordance with this Policy and applicable procedures. When the Office of Institutional Equity receives a report of discrimination, harassment - and/or retaliation, the Office of Institutional Equity (or their designee) will begin an initial inquiry as soon as practicable, generally within seven working days, absent extenuating circumstances.

IV. References/Associated Policies

- Tulane University policies on Equal Opportunity/Anti-Discrimination: <https://equity.tulane.edu/report-claim/policies>.