

## **IU SCHOOL OF MEDICINE AND RADIOLOGY DEPARTMENT SEXUAL HARASSMENT POLICY**

**Policy:** The Indiana University School of Medicine and the radiology Department does not tolerate sexual harassment by and to house staff members and responds to every complaint, providing proper remediation when harassment is determined.\*

This policy is in keeping with Indiana University's commitments to the principle of equal educational and occupational opportunities for all persons and to positive action toward the elimination of discrimination in all phases of University life.

**Definition:** Unwelcome sexual advances-requests for sexual favors and other verbal or physical conduct of a sexual nature-constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education or training or
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individuals or
3. Such conduct has the effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment.

**Complaint Procedures:** Individuals who believe that they have been sexually harassed should notify either their Department Chair, Program Director, or the Director of Graduate Medical Education. Because of the sensitive and discriminatory nature of the charges of sexual harassment, complaint procedures will include the following principles:

1. Efforts will be made to restrict information regarding complaints to the complainant, the accused party, and those persons directly involved in processing the matter.
2. The Director of Graduate Medical Education will advise and consult with either or both parties to the complaint.
3. If necessary, a formal investigation of the complaint will be conducted by the Director of Graduate Medical Education or his designee.
4. Investigations will be conducted as promptly as possible, and results will be reported to both parties involved.
5. If a complaint is found to be valid, action will be taken through appropriate channels of the School of Medicine Dean's Office to rectify the situation and to reasonably ensure that such incidents do not occur in the future. Appeal will be open to either the complainant or the accused party.
6. The Affirmative Action Office will serve as a resource with regard to interpretation of sexual harassment guidelines.

\*Equal Employment Opportunity Commission "Guidelines on Discrimination Because of Sex" (29CFR 1604.011) define sexual harassment and consider it a violation of Title VII of the Civil Rights Act of 1964.