



## GRADUATE MEDICAL EDUCATION POLICIES Harassment

### ACGME Policies

IV.1.3. Harassment: The Sponsoring Institution must have a policy, not necessarily GME-specific, covering sexual and other forms of harassment, that allows residents/fellows 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.

### Background

The Tilman J. Fertitta Family College of Medicine (COM) is committed to providing a working and educational environment free of discrimination and harassment of any kind. Actions, words, jokes, or comments based on an individual's sex, gender, gender identity, race, ethnicity, age, religion, or any other legally protected characteristics will not be tolerated.

### Procedure

Any resident/fellow who feels they have been the victim of such behavior may file an anonymous, confidential report via the Maxient system:

<https://cm.maxient.com/reportingform.php?UnivofHouston>

If the complaint is determined to be a violation of Title IX, it will be forwarded to the Equal Opportunity Services Office. Residents/fellows are also able to file an anonymous/confidential report directly with EOS:

<https://www.uh.edu/eos-forms/>

Any faculty or staff member who becomes aware of possible sexual or other unlawful harassment should promptly advise the DIO, any member of COM leadership, or the UH EOS/Title IX Office. Such reports will be handled in a timely and confidential manner.

Anyone engaging in sexual or other unlawful harassment will be subject to disciplinary action, up to, and including termination.

EFFECTIVE DATE: September 1, 2021

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Tilman J. Fertitta Family  
College of Medicine

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UNIVERSITY OF HOUSTON