



Stony Brook Medicine Graduate Medical Education

Subject: GME0051 Non-Retaliation and Non-Intimidation	Published Date: 03/16/2023
Graduate Medical Education	Next Review Date: 03/16/2026
Scope: SBM Stony Brook Campus	Original Creation Date: 03/13/2023

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Responsible Department/Division/Committee:

Graduate Medical Education Committee

Policy:

Stony Brook Medicine as a sponsoring institution encourages a culture that allows any member of the GME community (trainees, program personnel, faculty, any staff interacting with trainees) to disclose or report improper conduct. It is the policy of GME to align with all Stony Brook Medicine and Stony Brook University policies prohibiting intimidation and retaliation. Any such act is an infraction and strictly prohibited; and the actor subject to disciplinary action.

Definitions:

Retaliation – Any action, statement, or behavior designed to intimidate, punish or retaliate against an individual who has filed or may file a complaint, participated in or may participate in an investigation, or reported or may report a situation of non-compliance with GME, SBUH, University, or applicable governing regulations (eg, accrediting agencies, CMS, Department of Health).

Good Faith – Any action taken with honest belief and sincerity of intention. Communications or reports made in good faith do not disregard facts that would refute such communication or report and are not based upon intentional bias, malice, or other ill intent.

Individuals or GME Community – trainees, program personnel, faculty, any staff interacting with trainees

Procedures:

1. Individuals (or GME Community) are required to report in good faith any action or activity they know or reasonably believe can be viewed as intimidation or retaliation. An individual making a good faith report is protected from retaliation as a result of having made such a report.
2. Individuals who believe they have been subject to intimidation or retaliation may report this to their immediate supervisor, GME, the SB Safe reporting system, or the Institutional Helpline. All reports shall be treated confidentially.
3. Anonymous reports of actual or perceived intimidation or retaliation may be made through the "Talk to the DIO" link on the GME website or calling the Helpline at 866-623-1480 or making a report on line at: <https://inside.stonybrookmedicine.edu/compliance>.
4. There is also the option to report either anonymously or not, in the SB Safe electronic occurrence reporting system via the Workplace violence/disruptive behavior event type. Any substantiated act of intimidation or retaliation shall result in disciplinary action, up to and including dismissal, consistent with the applicable bargaining agreement towards the individual who carried out the act, as applicable by appropriate policies and procedures.

Forms: (Ctrl-Click form name to view)

None

Policy Cross Reference: (Ctrl-Click policy name to view)

[Equal Opportunity/Affirmative Action Policy](#)

[Sexual Misconduct & Reporting Policy](#)

[Policy on Relationships](#)

[LD0071 Reporting of Compliance Violations or Suspected Violations and Non-Intimidation/Non-Retaliation](#)

[LD0076 Disruptive Behavior](#)

Relevant Standards/Codes/Rules/Regulations/Statutes:

None

References and Resources:

None