



Stony Brook Medicine Graduate Medical Education

Subject: GME0033 Sexual and Other Forms of Harassment	Published Date: 10/06/2017
Graduate Medical Education	Next Review Date: 10/06/2020
Scope: SBM Stony Brook Campus	Original Creation Date: 11/18/2003

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Responsible Department/Division/Committee:

Graduate Medical Education Committee

Policy:

Harassment is a form of sexual or other discrimination, and violates Title VII of the Civil rights Act of 1964 and Title IX of the Educational Amendments of 1972. Stony Brook University reaffirms the principal that students, faculty and staff have the right to be free from sexual discrimination and any other form of discrimination inflicted by any member of the campus community.

Unwelcome sexual advances or requests for sexual favors and verbal or physical conduct of an abusive, sexual nature, constitute sexual harassment when such conduct interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive work or academic environment.

Discrimination/harassment based upon race, sex, sexual orientation, gender identity, religion, age, color, national or ethnic origin, disability, marital status, genetic information, criminal conviction, domestic violence victim status, and/or military status is not tolerated by the institution.

Definitions:

None

Procedures:

The Office of Institutional Diversity and Equity (Administration Building Room 201, 632-6280; OIDE@stonybrook.edu) has professional staff trained to provide assistance with inappropriate sexual conduct problems. All calls are confidential. The procedure to file a complaint regarding inappropriate sexual conduct is as follows:

1. Procedure to File a Complaint:

Report the inappropriate sexual conduct to the Office for Diversity and Affirmative Action. The conduct of the harasser will be investigated and appropriate sanctions will be enforced against individuals engaged in sexual harassment. Write down what you have experienced including the date, time, witnesses and a detailed account of the sexually harassing occurrence. If the situation is physically threatening or intimidating, contact Public Safety as well.

2. Procedure for Supervisor Receiving a Complaint (No Supervisor Involvement)

- Ask the complainant for specific information about the sexually harassing incident(s).
- Request the complainant to write down the specific nature of the incident although they are not required to do so.
- Do not voice an opinion about the incident or the alleged harasser.
- Contact the Office for Diversity and Affirmative Action to report the incident.
- Allegations that are substantiated by the Office for Diversity and Affirmative Action will be reported to Labor Relations.

Any other forms of harassment/discrimination, not sexual in nature, should be reported to Labor Relations, HSC 3-040, 444-3780.

Additional information may be available in the Institution's ADMINISTRATIVE POLICIES & PROCEDURES MANUAL CODE: LD0039, HR0018, LD0076; Stony Brook Medicine Policy HR104; Graduate Medical Education policy (Disruptive Behavior).

Forms: (Ctrl-Click form name to view)

None

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

[LD0039 Corporate Compliance Code of Conduct](#)

[HR0018 Reporting of Professional Misconduct](#)

[LD0076 Disruptive Behavior](#)

[GME0009 Substandard Resident Performance](#)

Relevant Standards/Codes/Rules/Regulations/Statutes:

None

References and Resources:

None