



Stony Brook Medicine Graduate Medical Education

Subject: GME0033 Sexual and Other Forms of Harassment	Published Date: 09/19/2024
Graduate Medical Education	Next Review Date: 09/19/2027
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:

Sexual or discriminatory harassment is a form of discrimination. Stony Brook University has a longstanding commitment to equal employment and educational opportunity, and to creating and maintaining workplace, educational, and recreational environments that are safe and accessible, and free of all forms of discrimination.

Such behavior is prohibited and will not be tolerated, as it violates Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and New York State Law. This policy applies to all students and employees, regardless of sexual orientation, gender and/or gender identity or expression.

This policy represents a restatement of University Policy. Please see the University Policy manual or the Code of Student Responsibility for current and complete policies regarding all forms of discrimination including sexual misconduct:

- [P105: Equal Opportunity / Affirmative Action Policy](#)
- [P106: Sexual Misconduct & Reporting Policy](#)
- [Code of Student Responsibility](#)

Definitions:

Sexual harassment is unwelcome sexual advances, unwelcome requests for sexual favors, requests for sexual favors in exchange for some benefit, and/or unwelcome verbal, physical or communicative (verbal, non-verbal and electronic) conduct of an abusive sexual nature which interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive work or academic environment. Sexual violence is a form of sexual harassment.

Discrimination/harassment is any improper conduct toward a particular individual, individuals, or groups on the basis of race, sex, sexual orientation, gender identity or expression, religion, age, color, creed, national or ethnic origin, disability, marital status, familial status, genetic predisposition, criminal convictions, domestic violence victim status, and veteran or military status and all other protected classes under federal or state laws and which is sufficiently severe or pervasive that it has the purpose and/or effect of creating an intimidating, hostile, or offensive work or educational environment for individuals and/or groups; or unreasonably interfering with the work, academic performance, living environment, personal security, or participation in any University-sponsored activity of individuals and/or groups.

Procedures:

The Office of Equity and Access (Administration Building Room 201, 632-6280; OEA@stonybrook.edu) has professional staff trained to investigate allegations of sexual misconduct and other forms of discrimination. OEA staff conducts its investigation in a confidential manner to the extent practicable and/or permitted by law. Note, however, that the OEA's fact-finding may also be utilized by other offices, including, but not limited to, the Graduate Medical Education Office, individual residency and fellowship program administration, Labor Relations (as consistent with the collective bargaining agreements), or the Office of Student Conduct and Community Standards. The procedure to file a complaint regarding inappropriate sexual conduct is as follows:

1. Filing a Complaint:

All members of the Stony Brook community are encouraged to report discrimination.

A complaint regarding an alleged incident of discrimination may be filed with OEA in writing electronically on-line 24 hours a day 7 days a week using OEA's on-line complaint forms which can be found at www.stonybrook.edu/reportit, by using the paper form included in the [Complaint Procedure for Allegations of Discrimination](#) or by appointment.

Although written complaints are not required, OEA may request complainants to submit a written complaint to better ensure documentation of the complaint and a full and fair investigation of the facts. Paper forms can be submitted in person at the OEA office, via email, fax or US mail. If you require assistance completing this form or filing a complaint in writing, please contact OEA for assistance.

If you continue to experience on-going discrimination after filing a report, including retaliation, please report this to OEA promptly.

If at any time you feel unsafe for any reason, contact University or local police immediately.

2. Reporting Procedure for Supervisors, Faculty and other Responsible Employees:

Senior Administrators, Program Directors, Department Chairs, and Faculty Members and other individuals who have the authority under University Policy to take action to redress sexual violence; who have been given the duty of reporting incidents of sexual violence or any other misconduct; or whom a community member could reasonably believe has this authority or duty are Responsible Employees and are required to report to OEA any alleged incident of sexual misconduct of which they become aware. OEA strongly encourages Responsible Employees to also report all other alleged incidents of discrimination.

1. If an individual comes to a Responsible Employee with a report of harassment, including sexual misconduct:
2. Ensure the individual is aware of your role as a Responsible Employee, if possible before they disclose any information which must be reported.

3. Responsible Employees do not investigate nor adjudicate reported incidents of discrimination, including sexual misconduct.
4. Do not attempt to solicit additional information over and above what the individual wants to tell you.
5. Do not approach any other individual who may have been involved in the alleged incident for additional information or to sanction or warn.
6. Do not voice an opinion about the incident or anyone involved in the incident.
7. Do not suggest that the incident could have been avoided if the complainant behaved in a different manner.
8. Contact the Office of Equity and Access to report the incident. Suggest to the reporting individual that they also report the incident to OEA.

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)

www.stonybrook.edu/reportit

[Complaint Procedure for Allegations of Discrimination](#)

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

[P105: Equal Opportunity / Affirmative Action Policy](#)

[P106: Sexual Misconduct & Reporting Policy](#)

[P208: Policy on Relationships](#)

[Stony Brook University Non-Discrimination Statement and Notice of Non-Discrimination](#)

[Code of Student Responsibility](#)

[LD0039 Corporate Compliance Code of Conduct](#)

[HR0018 Reporting of Professional Misconduct](#)

[LD0076 Disruptive Behavior](#)

[GME0009 Substandard Resident Performance](#)

Relevant Standards/Codes/Rules/Regulations/Statutes:

Title IX of the Education Amendments of 1972

Titles VI and VII of the Civil Rights Act of 1964

New York State Educational Law 129(b)

New York State Human Rights Law

The Americans with Disabilities Act and the ADA Amendments Act

References and Resources:

None