



**Purpose:**

To ensure that THMEP and its participating institutions provide an atmosphere free of any behavior or conduct which could be interpreted by any reasonable person as sexual harassment.

**Statement:**

Sexual harassment in the THMEP workplaces is unacceptable and will not be tolerated from employees, patients, visitors, physicians, volunteer, consultants, contractors, vendors, or any others doing business within the system.

- Sexual harassment includes any insinuation, by anyone, either explicitly or implicitly that an employee's submission to sexual advances or refusal to do so will affect the employee's employment status, evaluation, advancement, assigned duties, wages, benefits, or any other condition of employment.
- Sexual harassment also includes unwelcome sexual flirtations, touching, advances, propositions, verbal abuse of a sexual nature, suggestive or degrading comments about an individual's dress or body or the display of sexually suggestive objects or pictures in the workplace, whether engaged in by leaders, employees, or others doing business within the workplace or training environment.
- Prompt corrective action will be taken by appropriate supervisory personnel whenever they become aware of the sexual harassment in the workplace or elsewhere in the training environment.
- Any individual who believes that he or she has been the victim of sexual harassment should report such activity to his or her supervisor or Program Director. Alternatively, the THMEP grievance procedure may be used by any employee to process a complaint of sexual harassment, including the option of direct reporting to the TMC Compliance Officer.
- Reports of sexual harassment will be kept confidential and anonymous, except to the extent that some disclosure may be necessary for purposes of investigation or corrective action. Retaliation against anyone making a complaint of sexual harassment is strictly prohibited.