SUBJECT: Sexual Harassment and Harassment

INTENT: The Accreditation Council for Graduate Medical Education Institutional Requirements requires the Sponsoring Institution to have written policies covering sexual and other forms of harassment.

POLICY STATEMENT: It is the policy of The University of Florida to provide an educational and working environment for its students, faculty and staff that is free from sex discrimination and sexual harassment. In accordance with federal and state law, the University prohibits discrimination on the basis of sex, including sexual harassment. Sex discrimination and sexual harassment will not be tolerated, and individuals who engage in such conduct will be subject to disciplinary action. The University encourages residents/fellows, students, faculty, staff and visitors to promptly report sex discrimination and sexual harassment. In addition, the University of Florida prohibits harassment based on any other legally protected characteristic including, but not limited to, gender, pregnancy, age, color, race, national origin, religion, and disability.

DEFINITIONS: Sexual Harassment is a form of sex discrimination that can occur when:

- The submission to unwelcome physical conduct of a sexual nature, or to unwelcome requests for sexual favors or other verbal conduct of a sexual nature, is made an implicit or explicit term or condition of employment or education; or
- The submission or rejection to unwelcome physical conduct of a sexual nature, or to unwelcome requests for sexual favors or other verbal conduct of a sexual nature, is used as a basis for academic or employment decisions or evaluations; or
- Unwelcome physical acts of a sexual nature, or unwelcome requests for sexual favors or other verbal conduct of a sexual nature, have the effect of creating an objectively hostile environment that interferes with employment or education on account of sex.

Harassment is the creation of a hostile or intimidating environment in which verbal or physical conduct is so severe and pervasive that it is likely to interfere significantly with someone’s work, education, or on-campus living conditions.

Examples include slurs, jokes or degrading comments, or threatening, intimidating, or hostile acts that relate to gender, age, race, color, national origin, religion, sexual orientation or disability.
REPORTING: Confidential Discussion – No Reporting
Resident Reporting
If a resident / fellow would like to confidentially discuss this type of issue prior to reporting they may contact Shae Kosch, Ph.D., kosch@ufl.edu, Darrell-594-0507, Maricel-594-0571, Linda Holt-594-0570.

This designated counselor does not have an obligation to report any incident that is brought to his/her attention.

Mandatory Action Required
A person who believes that he or she has been subjected to sex discrimination, sexual harassment, or other harassment may report the incident to any University official, administrator or supervisor. Larry Ellis, in the Office of Human Resource Services, investigates all complaints. Incidents should be reported as soon as possible after the time of their occurrence. Additional policy information should be reviewed and can be obtained at http://hr.ufl.edu/eeo

Any complaint or report of sexual harassment to any UF official MANDATES that individual to report it the Office of Human Resource Services.

Self Reporting – A resident / fellow can contact Human Resources directly:
All Sexual Harassment complaints are investigated by the Office of Human Resource Services. The Complaint form is available is at http://www.hr.ufl.edu. All incidents should be reported as soon as possible to:

Larry T. Ellis, Director of Administration and Equal Employment Opportunity
Human Resource Services
P.O. Box 115010
Gainesville, FL 32611-5010
352-392-1075

Last Reviewed and Approved: Graduate Medical Education Committee February 12, 2015