

DISCRIMINATION, INCLUDING SEXUAL HARASSMENT – (WCGME)

The Wichita Center for Graduate Medical Education is committed to providing an academic and employment environment that fosters excellence. Discrimination in any of its employment practices on the basis of race, color, sex, national origin, marital status and religion, as prohibited by federal, state and municipal law, will not be tolerated. This prohibition on discrimination applies to all aspects of employment, including, but not limited to, hiring, firing, promotion, assignment, compensation, discipline, and other terms and conditions of employment. It is the responsibility of all employees, supervisory and non-supervisory, to follow this policy and to use all efforts to further its goals.

One form of unlawful discrimination is sexual harassment. In guidelines adopted by the Equal Employment Opportunity Commission (EEOC), sexual harassment has been defined as: unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work place.

If WCGME is notified that an employee has been subjected to discrimination, including sexual harassment, by another employee or a non-employee in the work place, WCGME will investigate and take immediate and appropriate corrective action. If an employee believes that he or she has been subjected to sexual harassment, then that employee should feel free to follow the complaint procedures explained in this policy. All complaints and investigations shall remain confidential so long as confidentiality can be preserved. If an investigation shows that sexual harassment or other discrimination has occurred, corrective action will be taken immediately. Corrective action may include suspension, probation, termination or reassignment.

Sexual harassment may include the following situations:

Unwelcome Sexual Advances: An employee who is repeatedly propositioned by a supervisor or a co-worker trying to establish an intimate relationship.

Coercion: Asking an employee for a date or sexual favor with a stated or unstated understanding that a favor will be bestowed or a reprisal made regarding accepting or rejecting such offer.

Favoritism: Allowing intimate relationships between management and employees that may result in creating a sexual, hostile environment due to favors given or denied as a result of the relationship.

Physical Conduct: Unsolicited physical contact, such as touching or pinching, or unsolicited obscene or rude gestures.

Visual Harassment: Graffiti, pornographic pictures, or pervasive displays of nudity.

Verbal: Sexually suggestive statements, comments, jokes or lewd language.

Any employee who believes that he or she has been a victim of sexual harassment is encouraged to voice that concern directly by reporting any alleged discrimination to his/her Program Director and the Chief Operating Officer for WCGME. WCGME will take all action possible to see that all concerns and complaints are kept confidential. Upon receiving the complaints or concerns, WCGME will investigate the situation. The investigation may result in corrective action, which could include disciplinary action, such as suspension, probation or termination of the employee who discriminated or reassignment of the resident, if possible, if the offender is not an employee of WCGME. If the offender is associated with or employed by a participating health care provider, then WCGME will take such necessary steps as are possible to ensure that appropriate corrective action is taken with respect to that individual. If the offender is an employee, agent or member of the medical staff of a participating health care provider, WCGME will notify the CEO of the affected institution and will cooperate with the investigation and corrective action, if any is deemed necessary. It is not the intent of WCGME to discriminate or retaliate against any employee because he or she presents a complaint or concern.

This complaint procedure does not in any way waive or otherwise affect an employee's rights under federal or state laws governing discrimination.