

Policy		
TITLE: Harassment and Discrimination		
ISSUING DEPARTMENT: Graduate Medical Education Committee Creighton University School of Medicine-Phoenix		ORIGINALLY ISSUED: 02/06/23
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PURPOSE

The Accreditation Council for Graduate Medical Education (ACGME) requires that Creighton University School of Medicine-Phoenix (CUSOM-PHX), as the Sponsoring Institution, has a written policy that addresses harassment and discrimination. This policy is designed to ensure appropriate institutional oversight as mandated by the ACGME Institutional Requirements. This policy applies to all ACGME and Non-ACGME Graduate Medical Education (GME) programs.

POLICY

CUSOM-PHX is committed to promoting the health and welfare of House Staff Physicians (HSP) by creating a supportive educational culture so that HSP can work in an environment free of harassment and discrimination. Every individual should be treated with respect and dignity and any form of harassment, discrimination, sexual and/or relationship misconduct is a violation of human dignity. In support of those beliefs, Creighton University has the following policies found at <https://www.creighton.edu/generalcounsel/title-ix-compliance/policy-information>.

Non-discrimination policy, 2.1.25

Title IX Sexual Harassment policy, 2.1.35

Mandatory Reporters, 2.1.26

PROCEDURE

Any HSP who believes they have a complaint based on discrimination or harassment may report that matter to the Office of Title IX & Civil Rights Compliance. For more information, see <https://www.creighton.edu/generalcounsel/title-ix-compliance>. Any GME faculty or staff with reason to believe a violation of Policy 2.1.25 or 2.1.35 has occurred shall report the possible violation to the Office of Title IX & Civil Rights Compliance. Any GME program directors or GME office staff who receive a complaint from any member of the Creighton community that may fall under Policy 2.1.25 and/or 2.1.35 shall report that matter to the Office of Title IX & Civil Rights Compliance. The Office of Title IX & Civil Rights Compliance will have sole discretion to determine whether it will handle the complaint per its policies or refer the matter back to CUSOM-PHX GME for resolution.

SCOPE

The policy applies to all CUSOM-PHX HSP and their respective training programs, that are ACGME accredited or meet the criteria in the Non-ACGME Programs Policy.

ADMINISTRATION AND INTERPRETATIONS

The Graduate Medical Education Committee – Creighton University School of Medicine-Phoenix is responsible for the administration of this policy and may interpret its provisions as needed.

AMENDMENTS OR TERMINATION OF POLICY

This policy supersedes all program level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME institutional policy shall govern. The University reserves the right to modify, amend or terminate this policy at any time.

ACGME ACCREDITATION STANDARD REFERENCE

4.9.c. Harassment and 4.9.e. Discrimination