



QUILLEN COLLEGE *of* MEDICINE

EAST TENNESSEE STATE UNIVERSITY

Policy Name: **Sexual Harassment**

Policy Replaces a Previous Policy (this includes change in policy name): <input type="checkbox"/> Yes/ <input checked="" type="checkbox"/> No
If so, list name of previous policy (include policy number if different):
Policy Number (issued by the Office of Academic Affairs upon final approval): ADMIN-0621-15
Policy Owner (Individual, Department, or Committee/Chair): Beth Anne Fox, MD / Vice Dean for Academic Affairs
Committees, Departments, or Individuals Responsible for Implementation: Office of the Dean
Original Approval Date and Who Approved by: 6/9/2021 - Beth Anne Fox, MD / Associate Dean and Chief of Staff
Effective Date(s): 6/9/2021
Revision Date(s) (include a brief description) and Who Approved by (made by Policy Owner and/or Policy Advisory Committee):
Administrative Edits (briefly describe) by Staff and/or the Policy Advisory Committee (PAC) and Date (these revisions do not require voting/approval by the policy owner):
Exemption(s) to Policy (date, by what committee or individual, and brief description):
LCME Required Policy: <input type="checkbox"/> Yes/ <input checked="" type="checkbox"/> No
If yes, please list the Element(s) Affiliated with this Policy (include Element number/name/statement):
<i>All policies will be reviewed by the Policy Advisory Committee every three years unless an earlier review is identified.</i>
Date of Review:
Revisions Made: <input type="checkbox"/> Yes/ <input type="checkbox"/> No
If yes, list revisions made: Revisions Require Approval by Policy Owner: <input type="checkbox"/> Yes/ <input type="checkbox"/> No

Policy Statement:

Sexual Harassment is a category of mistreatment that is illegal under federal law. Sexual Harassment is also prohibited by East Tennessee State University Policy. East Tennessee State University and Quillen College of Medicine desire to maintain

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an environment that is safe and supportive for students and employees and to reward performance solely on the basis of relevant criteria. Accordingly, the University will not tolerate Sexual Harassment of its students or employees.

Purpose of Policy:

To provide the definition and procedure of reporting sexual harassment.

Scope of Policy (applies to):

Applies to students, residents and fellows, faculty, and staff of Quillen College of Medicine

Policy Activities:

1. Sexual Harassment is defined by ETSU Policy as:

An umbrella term that encompasses hostile environment, quid pro quo harassment, hate crimes, relationship violence, and intimidation. Sexual harassment is a form of prohibited sex discrimination. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, digital or physical conduct of a sexual nature.

2. Sexual Harassment is defined by [ETSU's Title IX Rule](#) as:

Conduct because of sex that satisfies one (1) or more of the following:

- a. An ETSU employee conditioning the provision of an aid, benefit, or service of ETSU on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to ETSU's education program or activity; or
- c. Sexual assault as defined by federal law, "dating violence" as defined by federal law, "domestic violence" as defined by federal or state law, or "stalking" as defined by federal law, as follows:
 1. Sexual assault means any nonconsensual sexual act proscribed by state or Federal law, including when the victim lacks capacity to consent.
 2. Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, as determined by the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 3. Domestic violence means violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim share a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, or by a person similarly situated to a spouse of the victim under the domestic- or family- violence laws of the state of Tennessee
 4. Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others or (B) suffer substantial emotional distress.

3. Procedure for reporting sexual harassment:

1. Keep a record of what happened and when it took place. Should there be any witnesses, ask for their names to include in the documentation of the incident.
2. Review the University policies and rules regarding Sexual Harassment.
3. Harassment may be reported to the Office of University Compliance and/or the QCOM Grievance Officer. Anonymous reports may be made via the Office of University Compliance webpage. If the report is submitted via the Grievance Officer, the Grievance Officer must forward the report to the ETSU Office of University Compliance and/or Public Safety per law and University policy.
4. Clery Crimes reported to a Campus Security Authority must be disclosed to ETSU Public Safety without delay, as required by federal law and University policy. See the [University Sexual Misconduct Policy and Title IX Rule](#).

Sexual Harassment is always inappropriate regardless of whether it comes from a person in authority, a colleague, or a peer. If a gesture or remark of a sexual or gender nature makes a student feel uncomfortable, threatened, intimidated, or pressured, it may be a sign that the student is experiencing Sexual Harassment.

Students should trust their instincts; do not remain silent; and do not blame themselves. Act quickly without delay to request advice from one of the contact persons listed below or the University Counseling Center BucsPress2; 423-439-4841 (press 2) for immediate assistance 24 hours a day.

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The contact persons designated for Quillen College of Medicine are the Grievance Officer and the ETSU Compliance Officers.

Administrative Reviews/Approvals	Date Approved
<i>University Compliance (if applicable)</i>	
<i>Policy Advisory Committee (includes three-year reviews)</i>	
<i>Associate Dean for Accreditation Compliance (if applicable)</i>	
<i>Vice Dean for Academic Affairs</i>	

Policy Review and/or Revision Completed By (if applicable)	Date Policy Reviewed and/or Approved (if applies to that department, committee, or group)
<i>Office of the Dean</i>	6/9/2021
<i>Office of Academic Affairs</i>	
<i>Office of Student Affairs</i>	
<i>Department of Medical Education</i>	
<i>Medical Student Education Committee</i>	
<i>Student Promotions Committee</i>	
<i>Faculty Advisory Council</i>	
<i>Administrative Council</i>	
<i>M1/M2 Course Directors</i>	
<i>M3/M4 Clerkship/Course Directors</i>	
<i>Student Groups/Organizations (describe):</i>	
<i>Other (describe):</i>	

Final Policy Emailed to:	Date of Email Notifications
<i>Medical Education Director for Posting on Educational Policies Website</i>	5/1/2024
<i>Policy Owner</i>	5/1/2024
<i>Admissions Office for Catalog</i>	5/1/2024