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**SUBJECT:** Harassment & Discrimination**POLICY:** Harassment/Discrimination**DATE EFFECTIVE:** March 13, 2013**PAGE:** 1 of 2

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**I. POLICY:**

Per Accreditation Council of Graduate Medical Education (ACGME) requirements (IV.H.3.), the Sponsoring Institution must have a policy, not necessarily GME-specific, covering sexual and other forms of harassment that allows Trainees access to processes to raise and resolve complaints in a safe and non-punitive environment consistent with applicable laws and regulations.

Children's National Hospital (CH) affirms its commitment to promote and maintain a work environment free of harassment and discrimination based on color, race, religion, national origin, age, sex, sexual orientation, gender identity, disability, or any other protected characteristic.

Harassment or discrimination in the workplace is unlawful, violates CH policies and will not be tolerated. Children's National Hospital expects all employees to conduct themselves in a professional manner with respect and concern for fellow employees, in addition to others with whom employees may come into contact, including patients, suppliers and other members of the public.

Children's National Hospital will not tolerate any form of unlawful or otherwise inappropriate harassment or harassing conduct and discriminatory behavior against its employees, whether by executives, physicians, managers, supervisors, co-workers, or by third parties, such as patients or visitors to the Hospital. Employees are responsible to report any violation of this policy that they witness or experience.

**II. PROCEDURE:**

**Definition of Harassment:** Inappropriate behavior includes unsolicited remarks, epithets, slurs, negative stereotyping, gestures or physical contact, display, or circulation of written materials or pictures which have the effect of creating an environment which is hostile, offensive, coercive, or humiliating based on an individual's protected characteristic. In addition, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or is used as a basis for employment decisions; or

- Such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.

Children's National Hospital will not tolerate harassing conduct or discriminatory behavior that affects tangible job benefits, that interferes unreasonably with an individual's work performance, or that creates an intimidating, hostile, or offensive environment. No supervisor or manager has the authority to grant or deny a job benefit or force any change in job status on the basis of the provision or denial of sexual favors or a non-voluntary relationship.

Any employee or applicant who feels that they have been discriminated against or harassed or has observed discrimination or harassment should report such incidents to their supervisor, Human Resources, and/or the Legal Department without fear of reprisal or retaliation. The Hospital endeavors to protect all employees who report, complain, or participate in reporting discrimination or harassment. Employees who engage in retaliatory conduct are subject to discipline up to and including termination. If the employee's supervisor is the alleged discriminator/harasser, the employee may bypass the supervisor and make their report directly to their supervisor's superior, Human Resources and/or the Legal Department.

### **III. APPROVAL**

Approved by:

  
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DIO/Vice Chair, Medical Education

10/13/2021  
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Date

### **IV. REVIEW OR REVISION DATE**

Approved by the GMEC: March 13, 2013

Modified and Approved by the GMEC: January 20, 2017

Modified and Approved by the GMEC: March 13, 2019

Modified and Approved by the GMEC: September 9, 2020

Reviewed and Approved by the GMEC: October 13, 2021