

**West Virginia University School of Public Health  
Graduate Medical Education Policy on Harassment (IR IV.H.3)**

West Virginia University (WVU) School of Public Health, in accordance with West Virginia University's Board of Governors Governance Rule 1.6 - Rule Regarding Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Misconduct, Stalking, Retaliation, and Relationships, is committed to fostering a diverse and inclusive culture by promoting diversity, inclusion, equality, and intercultural and intercommunity outreach.

The program will not tolerate behavior that interferes with an individual's work performance or that creates an intimidating, hostile or offensive work or learning environment. Harassment may take various forms, including, but not limited to, name-calling, graphic or written statements (including the use of social media, text messages, e-mail, or other similar forms), or other conduct that may be physically threatening, harmful, or humiliating. Therefore, harassment, in any manner or form, of faculty, staff or residents is a violation of WVU's policy and expressly prohibited.

All faculty, staff and students are expected to: engage in conduct that meets professional standards, remain sensitive to the effect of their actions and words on others, take appropriate action to prevent harassment, avoid behavior that might be construed as harassment (sexual or otherwise), and acquaint themselves with this policy.

Those in supervisory positions have a special responsibility to discourage prohibited conduct and to implement and enforce this Rule. Violators of this policy are subject to disciplinary action that may include sanctions as severe as discharge of an employee or expulsion of a trainee. In addition, harassment that constitutes sexual battery or other criminal law violations will be referred to the appropriate authorities for prosecution.

All faculty, staff and residents will annually attend a Title IX lecture hosted by the WVU Title IX and Office of Equity Assurance.

All faculty, staff and residents may file a complaint if they feel they are a victim of conduct, or any other person who witnesses or has knowledge of such alleged conduct, when appropriate. <https://wvuequityassurance.wufoo.com/forms/m1d8uf521kt83yo/>

All faculty, staff and residents may file a Mistreatment form if they have experienced mistreatment, been demeaned for requesting, or been denied, adequate supervision or if they have witnessed any of these happenings to a resident at: <http://publichealth.hsc.wvu.edu/ocmed/mistreatment-form/>

More information can be found on the WVU Division of Diversity, Equity and Inclusion website. <https://diversity.wvu.edu/>

Approved by GMEC July 17, 2018