

## **HARASSMENT/ABUSE IN THE WORKPLACE (NON-DISCRIMINATION)**

- I. The University of Nevada, Las Vegas School of Medicine is committed to a workplace environment which is free of harassment. This policy reaffirms the UNLV School of Medicine's opposition to harassment on the basis of race, color, religion, national origin or ancestry, gender identity or gender expression, age, marital status, veteran status, physical/mental handicap/disability, or sexual orientation and emphasizes that learning opportunities and patient care must not be interfered with by harassment.
- II. Accordingly, the UNLV School of Medicine will not tolerate harassment/abuse by or of its residents, employees, faculty, students, or patients. UNLV School of Medicine provides ongoing education to its community on promotion of a positive learning environment respectful of all individuals. This policy is included in the student handbooks and posted on the medical school website.
- III. To the extent practicable, the UNLV School of Medicine will attempt to protect the UNLV School of Medicine's community from harassment by vendors, consultants and other third parties who interact with the UNLV School of Medicine's community. All complaints of harassment/abuse are taken seriously and no one reporting a complaint, including third parties, will suffer retaliation or reprisal.
- IV. In the event a resident believes he/she is being harassed/abused for any reason, he/she should contact the chief resident, the program director, the department chair, the Associate Dean for Graduate Medical Education, or Department of Human Resources in a timely fashion. Complaints of harassment will be treated in confidence to the extent feasible, given the need to conduct a thorough investigation and to take corrective action.
- V. In the event that a patient accuses a resident of harassment/abuse, the resident shall be immediately removed from the workplace pending outcome of an investigation.
- VI. For further information, please refer to NSHE Sexual Harassment Policy which may be found on the following website: <http://www.unr.edu/Documents/administration-finance/hr/hr-hiring-compensation/NSHEPolicyAgainstSexualHarassmentandComplaintProcedure.pdf>
- VII. Important contact numbers:
  1. GME Office: 702-
  2. Human Resources: 702-895-2532