III.M. HARASSMENT/ABUSE IN THE WORKPLACE

M.1. Policy

1. Loyola Medicine ("Loyola") is committed to a workplace environment which in which there is zero tolerance for sexual harassment and workplace harassment. This policy reaffirms Loyola’s opposition to harassment in the workplace and emphasizes that learning opportunities and patient care must not be interfered with by harassment.

2. Accordingly, Loyola will not tolerate any form of harassment/abuse by or of its residents, employees, faculty, students, or patients. To the extent practicable, Loyola will attempt to protect the Loyola community from harassment by vendors, consultants and other third parties who interact with the Loyola community. All complaints of harassment/abuse are taken seriously and no one reporting a complaint, including third parties, will suffer retaliation or reprisal.

1. 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 Graduate Medical Education Office, 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.

2. 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.

3. For further information, please refer to the following Loyola Medicine Policies:

   G-13: Sexual Harassment-Workplace Harassment
   COMP-029: Integrity Reporting System
   SF-3: Workplace Violence and Domestic Violence
   Consensual Relationship Policy
   QAPS 010 Management of Patient Sexual Harassment/ Sexual Abuse
   COMP 043 Non-Retaliation Policy
   Communications Standards 1.1 Standards for Use of Social Media