

Creighton University School of Medicine-Phoenix Policies

POLICY:	Harassment and Discrimination
GOVERNING BODY:	Graduate Medical Education Committee – Creighton University School of Medicine-Phoenix
GMEC APPROVAL DATE:	August 5, 2024; August 7, 2023; February 6, 2023
REVISED DATE:	August 5, 2024
ACGME ACCREDITATION STANDARD REFERENCE:	Institutional Requirement: IV.I.3. Harassment IV.I.5. Discrimination

PURPOSE

The Accreditation Council for Graduate Medical Education (ACGME) requires that Creighton University School of Medicine-Phoenix (CUSOM-PHX), as the Sponsoring Institution of record, have a written policy that addresses harassment and discrimination. This policy is designed to ensure appropriate institutional oversight as mandated by the ACGME Institutional Requirements. This policy applies to all ACGME and Non-ACGME CUSOM-PHX GME programs.

CUSOM-PHX is committed to promoting the health and welfare of House Staff Physicians (HSP) by creating a supportive educational culture so that HSP and fellows can work in an environment free of harassment and discrimination.

SCOPE

The policy applies to all CUSOM-PHX HSP and their respective training programs, that are ACGME accredited or meet the criteria in the Non-ACGME Accredited Program Policy.

POLICY

CUSOM-PHX believes that every individual should be treated with respect and dignity and that any form of harassment, discrimination, sexual and/or relationship misconduct is a violation of human dignity. In support of those beliefs, CUSOM-PHX has the following policies:

Non-discrimination policy, 2.1.25

Title IX Sexual Harassment policy, 2.1.35

Mandatory Reporters, 2.1.26

These policies may be found at <https://www.creighton.edu/generalcounsel/title-ix-compliance/policy-information>.

PROCEDURE

Any HSP who believes they may have a complaint based on discrimination or harassment may report that matter to the Office of Title IX & Civil Rights Compliance. For more information, see <https://www.creighton.edu/generalcounsel/title-ix-compliance>

Any GME faculty or staff who have reason to believe a violation of Policy 2.1.25 or 2.1.35 has occurred shall report the possible violation to the Office of Title IX & Civil Rights Compliance. Any GME program directors or GME office staff who receive a complaint from any member of the Creighton community that may fall under Policy 2.1.25 and/or 2.1.35 shall report that matter to the Office of Title IX & Civil Rights Compliance. The Office of Title IX & Civil Rights Compliance will have sole discretion to

determine whether it will handle the complaint per its policies or refer the matter back to Creighton GME for resolution.

AMENDMENTS OR TERMINATION OF THIS POLICY

This policy supersedes all program level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME institutional policy shall govern.

Creighton University reserves the right to modify, amend, or terminate this policy at any time.