

**CONEMAUGH MEMORIAL MEDICAL CENTER
GRADUATE MEDICAL EDUCATION POLICY**

NON-HARASSMENT AND NONDISCRIMINATION

Purpose

To prevent harassment and/or discrimination in the work place and provide recourse if it does occur.

Applies To

All Conemaugh Memorial Medical Center (CMMC) residency/fellowship training programs.

Policy

All resident/fellowship training programs will use standard criteria to prevent and provide recourse if harassment and/or discrimination in the work place does occur. In accordance with applicable law, Conemaugh Health System prohibits sexual harassment and harassment and/or discrimination because of color, race, gender, age, religion, national origin, disability, genetic information, gender identity, sexual orientation, veteran's status or any other basis protected by applicable federal, state, or local law. All such harassment and/or discrimination is prohibited and will not be tolerated

Procedure

- A.** The Graduate Medical Education (GME) at CMMC will follow the CMMC Human Resource Policies titled "Non-Harassment" and "Equal Employment Opportunity"
- B. Faculty Responsibility**
It is the responsibility of everyone in academic administration to abide by this policy.
- C. Reporting**
A resident/fellow or student who believes he or she has been the subject of any form of harassment and/or discrimination is to follow the reporting mechanism found in the Human Resources policy(ies).
- D. Corrective Measures**
Corrective measures will follow the procedure outlined in the corporation policy(ies).
- E. Educational Measures**
Graduate Medical Education will educate resident/fellows/faculty by:
 - 1. Referencing the non-harassment and nondiscrimination policy in the resident/fellows' contracts.
 - 2. Distributing this policy to all resident/fellows.
 - 3. Referencing this policy during resident/fellows' orientation.
 - 4. Providing conferences on non-harassment as needed.

Follow the CMMC Human Resource Policy(ies) titled "Non-Harassment" and "Equal Employment Opportunity"

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References

IR: 4.9.c. (Harassment)

IR: 4.9.e. (Discrimination)

GMEC revised: 1/2016, 3/2018

GMEC reviewed and approved: 8/2003, 9/2003, 8/2004, 10/2005, 12/2006; 2/19/2026