



## GRADUATE MEDICAL EDUCATION POLICIES Discrimination

### ACGME Policies

IR.IV.I.5. Discrimination: The Sponsoring Institution must have policies and procedures, not necessarily GME-specific, prohibiting discrimination in employment and in the learning and working environment, consistent with all applicable laws and regulations.

### Background

The Tilman J. Fertitta Family College of Medicine (COM) is committed to providing a working and educational environment free of discrimination and harassment of any kind. Actions, words, jokes, or comments based on an individual's sex, gender, gender identity, race, ethnicity, age, religion, or any other legally protected characteristics will not be tolerated.

### Procedure

Any resident/fellow who feels they have been the victim of discrimination by any member of the healthcare or educational team is encouraged to talk to their Program Director immediately. If they do not feel comfortable doing so, they should contact the DIO, any member of the Graduate Medical Education Office, or the University of Houston EOS Office. Those who report issues are protected from reprisal, and all such reports will be kept confidential.

Any faculty or staff member who becomes aware of possible discrimination or other unlawful harassment should promptly advise the DIO, any member of UHCOM leadership, or the UH EOS/Title IX Office. Such reports will be handled in a timely and confidential manner.

Anyone engaging in discrimination or other unlawful harassment will be subject to disciplinary action, up to, and including termination.

EFFECTIVE DATE: September 1, 2021

APPROVAL DATE: August 31, 2021

REVIEW DATE: September 1, 2024