

HARASSMENT POLICY

It is the policy of the Medical Center to foster an environment of respect for the dignity and worth of all members of the UMC community. The Medical Center is committed to maintaining a work and/or learning environment free from any type of harassment. UMC will not tolerate offensive or inappropriate sexual behavior and requires that all persons avoid any action or conduct which could be viewed as sexual harassment.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- 1) submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or academic standing; or
- 2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting such individual; or
- 3) such conduct has the purpose or effect of interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or learning environment severe or pervasive enough to alter the terms or conditions of an individual's employment or academic endeavors and create an abusive work or learning environment.

Examples of prohibited conduct include, but are not limited to: lewd or sexually-suggestive comments; off-color language or jokes of a sexual nature; slurs and other verbal, graphic or physical conduct relating to an individual's gender; or display of sexually explicit pictures, greeting cards, articles, books, magazines, photos or cartoons.

It is your responsibility to report any incident believed to be sexual harassment immediately. Even if you believe the act of harassment to be isolated or infrequent, you must report it so the Medical Center will have the opportunity to investigate, and, if appropriate, take action to ensure that the conduct does not continue or rise to the level of sexual harassment. Do not wait to determine whether the conduct will continue. Follow the procedure below, and report the conduct immediately.

It is important for you to understand that no division/department head, dean, manager, faculty member or supervisor has the authority to condition the terms and conditions of your employment (pay raises, promotions, demotions, undesirable assignments, disciplinary action or termination, etc.) or academic standing (grade assignments, progress, performance, etc.) on the receipt of sexual favors. If any person has in any way suggested that you or anyone else should provide sexual favors in exchange for a job or academic benefit, or to avoid an unfavorable employment or academic action, you must report this immediately. Do not wait to determine whether a favorable or unfavorable act actually occurs before reporting the conduct. Follow the procedure below and report the conduct immediately.

The Medical Center must have everyone's cooperation to implement its sexual harassment policy. UMC cannot address employee concerns regarding sexual harassment if they are not brought to the attention of appropriate Medical Center management. To report conduct which may be in violation of this policy, you should contact your immediate supervisor, department head, or dean immediately. If you are uncomfortable discussing this matter with your supervisor or department head, or dean, or do not feel that your complaints have been or will be adequately addressed, contact the director for equal employment opportunity at 601-984-1131. UMC will promptly investigate your complaint and will take whatever corrective action is

necessary and appropriate. The Medical Center strictly prohibits any retaliatory action against persons reporting conduct they believe to be in violation of this policy.

POLYGRAPH EXAMINATION

In consideration of employment sought, and as may be required as a condition of continued employment, employees consent and agree to submit themselves upon request for a polygraph examination. Employees who refuse to take a polygraph examination should be told their refusal may result in termination of employment.

Excerpted from UMMC Faculty and Staff Handbook and Personnel Procedures