DISCRIMINATION AND HARASSMENT POLICY

The School of Medicine at the University of Pittsburgh is committed to providing a safe, comfortable, and supportive academic environment free from all forms of discrimination and harassment based on race, culture, religion, or ethnic origin. In addition, any form of discriminatory behavior or harassment based on one’s gender or sexual orientation is also a violation of University policy as well as federal, state, and local laws.

Any individual who is accused and found to have violated the University's policy against intentional physical or verbal abuse, harassment, or discrimination of another person based on their race, color, religion, culture, age, disability, gender or sexual orientation; with the purpose or effect of creating an intimidating, hostile, or offensive academic work, or social environment, will be subject to appropriate disciplinary action, including but not limited to reprimand, suspension, termination or expulsion.

**Definition of Sexual Harassment and Procedures to Follow**

Sexual Harassment takes many forms. It may range from unwelcome comments, gestures, or facial expressions, to unwanted physical contact. Both men and women, regardless of sexual orientation, can be victims. **Sexual harassment is defined as any unwelcomed sexual advance, request for sexual favors or other verbal or physical conduct of a sexual nature when:**

1) Submission to such conduct is an explicit or implicit condition of employment or academic decision

2) Submission to or rejection of such conduct is used as the basis for employment or academic decision

3) Such conduct has the purpose or affect of:
   a) Unreasonably interfering with an individual's work or academic performance
   b) Creating an intimidating, hostile or offensive work, academic or social environment

This policy will be applied with due respect to the University's commitment to equality of opportunity, human dignity, diversity, and academic freedom.

Any student, faculty, staff member or employee who believe that they have been discriminated against or harassed has both formal and informal avenues of addressment.

For additional information or to file a complaint one can contact: **Office of Affirmative Action 901 William Pitt Union University of Pittsburgh (412) 648-7860**
WHERE TO GO...

Students of the School of Medicine are encouraged to discuss their concerns regarding this matter with: the Associate Dean for Student Affairs; the Assistant Dean for Student Affairs & Director of Diversity Programs; or the Medical Student Counseling Service at the addresses listed below. Alternatively, any student or faculty member of the Honor Council Advisory Committee may be consulted.

The purpose of such a conversation would entail an appraisal of the situation and information about available options and assistance in making decisions about further steps to be taken.

Office of Affirmative Action
University of Pittsburgh
910 William Pitt Union
(412) 648-7860

Office of Student Affairs/Diversity Programs

Assistant Dean of Student Affairs/Director of Diversity Program
Chenits Pettigrew, PhD
S 532 Scaife Hall
(412) 648-8987

Associate Dean for Student Affairs
Joan Harvey, MD
S 532 Scaife Hall
(412) 648-9040

Medical Student Counseling Office
Lee Wolfson, MEd
3434 Fifth Avenue, Room 229
(412) 624-1041