

Harassment Awareness

Flagler Health + Enterprise: Discrimination Free Work Environment

Flagler Health + Enterprise is committed to maintaining a work environment that is free of discrimination. In keeping with this commitment, Flagler Health + will not tolerate any harassment of staff (i.e. employees, contractors, medical staff, students, suppliers, vendors, and volunteers) by anyone, including supervisor, coworker, vendor, client, contractor, customer, and/or visitors of Flagler Health + facilities.

Definition

- Harassment involves unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's protected status, such as sex, color, race, ancestry, national origin, age, disability, veteran or other legally protected group status.
- Flagler Health + will not tolerate harassment conduct that:
 - affects tangible job benefits
 - interferes unreasonably with an individual's work performance
 - creates an intimidating, hostile, or offensive working environment.

Flagler Health +: Forbidden Conduct of Harassment

Forbidden conduct of harassment includes, but not strictly limited to:

- Epithets, slurs, negative stereotyping, or intimidating acts based on person's protected status
- Written or graphic material circulated within or posted within the workplace that shows hostility toward persons' because of their protected status

Flagler Health +:

Forbidden Conduct of Sexual Harassment

Sexual harassment includes, but is not strictly limited to:

- Unwelcome sexual advances
- Requests or demands for sexual favors
- Verbal, physical, or visual conduct of sexual nature, such as
 - Uninvited touching
 - Unwelcome flirtations
 - Unwelcome kidding, joking, or teasing
 - Unwelcome physical contact, such as patting, hugging, pinching, or brushing against another person's body
 - The display of sexual suggestive objects or pictures

Types of Sexual Harassment

- **Quid Pro Quo Sexual Harassment:** must do something sexual in return for promotion, raise, preferred assignment, or other job benefit including avoidance of discipline or unpleasant assignment
- **Hostile Work Environment:** May occur when unwelcome sexual advances, requests for sexual favors, or any conduct of a sexual nature has the purpose or effect of interfering with an individual's work performance or the effect of creating an intimidating, hostile, or offensive work environment

NOTE: Work environment may encompass: off-site, mobile or moving worksites and/or locations

Flagler Health +: No Retaliation for Reporting

- Flagler Health + forbids retaliation against anyone for reporting harassment, assisting in making harassment complaint(s), or cooperating in a harassment investigation

Flagler Health +: Harassment Reporting

- If you have experienced or witnessed harassment, notify immediately a member of your medical school administration