

# Awareness of Harassment Behavior

# UF Health St. Johns: Discrimination Free Work Environment

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

# Definition

- Harassment consists of 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. UF Health St. Johns will not tolerate harassment conduct that affects tangible job benefits, that interferes unreasonably with an individual's work performance, or that creates an intimidating, hostile, or offensive working environment.

# UF Health St. Johns: Forbidden Harassment Behavior

Forbidden harassment behavior includes, but not strictly limited to:

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

# UF Health St. Johns: Forbidden Sexual Harassment Behavior

Sexual harassment behavior 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 Behavior

- 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 behavior of a sexual nature has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment
  - Work environment may extend to include off-site, mobile or moving worksites/locations

# UF Health St. Johns: No Retaliation Policy

- UF Health St. Johns forbids retaliation against anyone for reporting harassment, assisting in making harassment complaint(s), or cooperating in a harassment investigation

# UF Health St. Johns: Reporting of Harassment Behavior

- If you have experienced or witnessed harassment, you are to notify immediately a member of medical school administration, UF Health Flagler Hospital Medical Library Department (4409), UF Health St. Johns Human Resource Department (4420), UF Health St. Johns Risk Management (4442). You may also express your concern by calling the compliance hotline 888.329.3569 or via Hotline Reporting Link: <https://www.mycompliancereport.com/report?cid=UFH>.