

Title: GME Harassment	*Applicable to: Beaumont Health	Effective Date: 03/27/2018
		Last Periodic Review Date: 03/27/2018
Policy Owner: Graduate Medical Education Committee	Document Type: Policy	Functional Area: GME Human Resources

***For This Document, Beaumont Health Includes:**

Beaumont Corporate Shared Services
 Beaumont Hospital, Dearborn
 Beaumont Hospital, Farmington Hills
 Beaumont Hospital, Grosse Pointe
 Beaumont Hospital, Royal Oak
 Beaumont Hospital, Taylor
 Beaumont Hospital, Trenton
 Beaumont Hospital, Troy
 Beaumont Hospital, Wayne
 Beaumont Medical Group

I. PURPOSE

The purpose of this policy is to define the policy related to harassment and the process for residents and fellows to report violations.

II. POLICY

- A. Beaumont is committed to providing a safe and productive environment in which all employees can effectively work and that is free from harassment of any kind.
- B. Beaumont prohibits and will not tolerate the harassment of any employee, patient, guest, or other individual. Harassment or intimidation is a serious violation of state and federal law, as well as Beaumont’s Professional Code of Conduct. Any employee found to be in violation of this policy will be subject to disciplinary action, up to and including termination.
- C. Graduate Medical Education programs adhere to the Beaumont Health policy on [Non-Retaliation and Whistleblower Protection](#). Procedures apply to all faculty, resident and fellows. Human Resources will notify the Graduate Medical Education Office of any complaints and collaborate in conducting investigations and determining corrective action.

III. REFERENCES

Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements, Section IV.H.3

Approved by the Beaumont Health Graduate Medical Education Committee (GMEC),
 June 20, 2017

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CORPORATE AUTHORITY:

Beaumont Health (“BH”) as the corporate parent to William Beaumont Hospital, Botsford General Hospital, and Oakwood Healthcare Inc., (“Subsidiary Hospitals”) establishes the standards for all policies related to the clinical, administrative and financial operations of the Subsidiary Hospitals. The Subsidiary Hospitals, which hold all health facility and agency licenses according to Michigan law, are the covered entities and the providers of health care services under the corporate direction of BH. The Subsidiary Hospitals’ workforces are collectively designated as BH workforce throughout BH policies.