

RC MERT Sexual Harassment Policy

Department of Operations

April 2015

1. Purpose

- a. To ensure all RC MERT members understand their entitlement to an agency environment that is free from sexual harassment.
- b. To ensure all RC MERT members are fully aware of RC MERT's and the University of Rochester's intolerance toward sexual misconduct of any nature, under any circumstance.
- c. To ensure compliance with NYS DOH Bureau of EMS Policy Statement No. 2000-11.

2. Scope

- a. This policy applies to any interactions between RC MERT members in the workplace at all times.

3. Definitions of Sexual Harassment

- a. Sexual harassment is defined as any unwanted verbal or physical advances, sexually explicit derogatory statements, or sexually discriminatory remarks made by someone in a workplace which are offensive or objectionable to the recipient, cause the recipient discomfort or humiliation, or interfere with the recipient's job performance. This includes the following:
 - i. Visual harassment - posters, drawings, etc.
 - ii. Verbal harassment or abuse - repeated requests for dates, lewd comments, sexually explicit jokes, etc.
 - iii. Written harassment - love poems, letters, etc.
 - iv. Offensive gestures
 - v. Unnecessary touching, patting, pinching, or kissing
 - vi. Promise of better performance evaluations in return for sexual favors
 - vii. Demanding sexual favors accompanied by implied or overt threats to a person's performance evaluations
 - viii. Physical assault, rape

4. RC MERT Sexual Harassment Policy

- a. Any form of sexual harassment is a violation of the law and will not be tolerated in RC MERT.
- b. Sanctions will be enforced against any individuals engaging in sexual harassment, as well as against any supervisors who are aware of such behavior and allow for it to continue

5. Complaint of Sexual Harassment/Misconduct Procedure

- a. If, at any point, a member of RC MERT feels that he or she has been subjected to sexual harassment by another member of RC MERT, male or female, an Incident Report should be submitted as promptly as possible, documenting the incident factually
- b. The ADO will consult the individual about the incident, and further action, disciplinary or otherwise, will be taken to the point that the individual is comfortable
- c. With approval from the individual, the DO/ADO will guide him/her through submitting a full sexual harassment report or proxy report to University of Rochester's Title IX Coordinator
- d. A subsequent review will occur 3 weeks post-action to ensure sexual harassment of the individual by the accused has been effectively stopped.

6. References and Links

- -NYS DOH Policy No. 2000-11:
 - <https://www.health.ny.gov/professionals/ems/policy/00-11.htm>
- -UR Sexual Misconduct Reporting:
 - <http://www.rochester.edu/eoc/reportsex.html>
- -UR Making a Complaint of Sexual Harassment/Misconduct:
 - <http://www.rochester.edu/eoc/HarassmentDiscrimination.html>