



DEPARTMENT OF DEFENSE
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES
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National Capital Consortium
Graduate Medical Education
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NATIONAL CAPITAL CONSORTIUM HARASSMENT POLICY

ACGME Institution Requirement: IV.I.3

1. **Policy:** The Consortium shall provide a work and learning environment that is free from intimidation, hostility, or other offenses that might interfere with work and learning performance. The NCC has a ZERO TOLERANCE for any form of harassment including, but not limited to, verbal, physical or visual.
2. **Definition:** Harassment or discriminatory intimidation can take many forms. It may be, but is not limited to, words, signs, jokes, pranks, intimidation, physical contact or violence. Harassment is not necessarily sexual in nature; it may also be based on race, religion, color, sexual orientation, age, national origin, marital status, health, or handicapping condition. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature when such conduct creates an intimidating environment, prevents an individual from effectively performing the duties of their position, or when such conduct is made a condition of employment or compensation, either implicitly or explicitly.
3. **Responsibility:** All NCC faculty, trainees and employees are responsible for keeping the work and learning environment free of harassment. Any faculty member, trainee or employee who becomes aware of an incident of harassment, whether by witnessing the incident or being told of it, must report it to their supervisor, or if the supervisor is involved in the harassment, to the next superior who is not involved in the harassment.
4. **Reporting:** If an NCC faculty member, trainee or employee feels that they have experienced harassment, they must report the incident immediately to their supervisor or if that supervisor is involved in the harassment, to the next superior who is not involved in the harassment. Investigations into the incident must be in accordance with the applicable military and/or civilian employment regulations. The privacy of everyone involved must be properly protected. All personnel in supervisory positions must have the knowledge and skills to provide information, informal counseling, and guidance on filing formal complaints regarding harassment. Military personnel may obtain services from their Equal Opportunity Officer, who may be contacted via the Military Personnel Office. Assistance for Public Health and civilian personnel may be obtained from their Equal Opportunity Employment representative who may be contacted via the Civilian Personnel Office. The NCC maintains access to a trained Ombudsman and the anonymous reporting system Ethics Point.
<https://usuhs.navexone.com/peoplehub/home>

5. The following references to harassment are also available for review.
 - a. Defense Health Agency Anti-Harassment Policy; dated 30 June 2021
 - b. Harassment Prevention and Response in the Armed Forces; DoD INSTRUCTION 1020.03; dated February 8, 2018; Change 1 effective, December 29, 2020
 - c. Walter Reed National Military Medical Center Director's Sexual Harassment Policy; dated 13 September 2021

Per ACGME Institutional Requirements effective 1 July 2022

Approved at the 7 June 2023 GMEC meeting