SEXUAL HARASSMENT POLICY

Any form of sexual harassment of or by an employee, physical, verbal or implied, will not be tolerated by Bridgeport Hospital.

Every effort will be made to prevent such harassment from occurring in the Hospital in compliance with Title VII of the 1964 Civil Rights Act and the provisions of Connecticut Public Act 80-265. “An Act Concerning Harassment As An Unfair Employment Practice.”

In compliance with Connecticut Law (P.A. 92-85) effective 10-1-92, training will be provided for all supervisory employees on information concerning federal and state statutory provisions and remedies available to victims of sexual harassment. Training will occur within six months of hire or promotion.

GUIDELINES

“Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature” will be considered harassment including:

1. An employee is told directly or is implied that acceptance or rejection of sexual advances will have a bearing on his/her employment.

2. An employee’s acceptance or rejection of sexual advances affects the individual’s working conditions, opportunities for advancement, etc.

3. The effect of sexual advances will interfere with an employee’s work performance or will create an intimidating, hostile or offensive working environment.

RESPONSIBILITY

It is the responsibility of the supervisor (for example: Program Director, Attending Physician, Chief Resident) upon receiving a complaint or knowledge of sexual harassment, to immediately investigate any such complaint and to immediately inform the Director of Medical Education or his/her designee. All details will remain in the strictest confidence. If the male or female complainant wishes, a representative from Administration, of the same sex, will handle all aspects of the case.

The Director of Medical Education, or his/her designee, and a representative from Administration, when appropriate, will investigate the complaint.

If the complaint is substantiated, it, and all substantiating facts, will, with the permission of the complainant, be submitted to the President for review and action.

Appropriate disciplinary action, up to and including termination, will be initiated immediately upon validation of the complaint.

2/2010
10/2011