



# **Preventing and Reporting Sexual Harassment**

**Presented by:  
Office of Diversity  
And  
Affirmative Action**





# From Student Doctor Network Internet Forum\*:

- A chief resident staring at female medical student's breasts, and making a ridiculous comment about them in front patients, other residents and house staff.
- An attending starts humming the "strip-tease" theme whenever a certain resident walks into the room.
- A surgical attending asked if a student wanted to see his *persian cucumber*.
- A resident created a nickname for a medical student, which happened to mean vagina in another language. He called her this in public.
- An anesthesia attending touched a nurse inappropriately and laughed about it.
- A resident grabbed a medical student's hand and would not let it go. He gave suggestions along the lines of she should go along with him.
- A resident makes suggestive comments to another about sex in the on-call room.
- Two residents engage in conversation about the physical attributes of a third resident.
- An attending places her hands on the thigh of a male resident while they are reviewing the medical records of a patient.
  
- \*<http://forums.studentdoctor.net/showthread.php?t=488291>



# **Office of Diversity and Affirmative Action**

What do we do?

- Ensure that Stony Brook offers a working, learning and living environment that promotes equity and opportunity and is free from harassment and discrimination.
- Engage in local and community activities, compliance, education and training, diversity initiatives, outreach, programs, policies, planning, prevention and other special projects that support equity in our workplace.
- Investigate and resolve complaints of discrimination and/or sexual harassment.



# **Where are we located?**

- **East Campus Office - University Hospital**  
5th Floor MAIN LOBBY – level 5 room 624 (next to the Blood Bank)
- **West Campus Office:**  
Administration Building, Room 201  
Stony Brook University  
Stony Brook, NY 11794-0251  
631-632-6280 Telephone  
631-632-9428 Fax  
[www.stonybrook.edu/diversity](http://www.stonybrook.edu/diversity)



# Introduction

## Unlawful Discrimination

- **Sexual Harassment IS a form of unlawful discrimination**
- Discriminatory practices under federal law also includes:
  - harassment on the basis of race, color, religion, sex, national origin, disability, or age;
  - retaliation against an individual for filing a charge of discrimination, participating in an investigation, or opposing discriminatory practices;
  - employment decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain sex, race, age, religion, or ethnic group, or individuals with disabilities; and
  - denying employment opportunities to a person because of marriage to, or association with, an individual of a particular race, religion, national origin, or an individual with a disability. Title VII also prohibits discrimination because of participation in schools or places of worship associated with a particular racial, ethnic, or religious group.
  - **Note that in New York State it is also unlawful to discriminate against someone based on sexual orientation or perception of sexual orientation.**



# Introduction

- **What is sexual harassment?**

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

EEOC definition



# Introduction

## Two types

### Type I: Quid pro quo

**Submission to such conduct is *explicitly* or *implicitly* a term or condition of employment or school status where Submission or rejection of such conduct is used as the basis for decisions affecting employment or school status.**

**EEOC definition**



# Introduction

## **Type II: Hostile environment**

A sexually hostile and intimidating environment may be created by the actions of instructors, supervisors, subordinates, or peers. Behaviors that may contribute to a hostile environment include, but are not limited to, verbal, non-verbal, and physical sexual behaviors; coerced sex; sexual jokes and innuendoes; remarks about a person's body; turning discussions inappropriately to sexual topics; whistling or cat calls; looking a person up and down or staring in a sexually suggestive manner; invading someone's personal space or blocking her/his path; sexually explicit visuals such as pin-ups; suggestions of sexual intimacy; repeated requests for dates; unwanted letters, electronic mail or other computer communications; unwanted gifts; touching, hugging, massaging, and other gestures or sounds that a reasonable person of the same sex as the recipient would find offensive. It is important to be aware that in many instances, the intentions of the accused may be regarded as irrelevant in determining whether her/his behaviors constitute sexual harassment; it is the effect of the behavior on the recipient that may define a hostile environment.



# Rights and Responsibilities:

## Yours:

- You have the right not to be harassed.
- You have the right to report an incident of harassment without fear of retaliation.
- You have the responsibility not to harass others.



# Rights and Responsibilities:

## University:

- Take all complaints seriously.
- Resolve violations of University & University Hospital policy promptly and professionally.
- Provide training to reduce instances of discrimination and/or harassment.
- Provide resources to support you during the process.
- Assist you in getting to the right place to solve the problem if the problem is not one of unlawful discrimination or harassment



# Rights and Responsibilities: Community:

- Engage in behavior that is respectful and professional
- Be knowledgeable about your rights and responsibilities in the areas of discrimination/harassment.
- Report violations of University Policy to the appropriate authority
- Provide training and resources to reduce, resolve and eliminate discrimination/harassment on our campus
- Provide a campus atmosphere that is inclusive and respectful for all: Employees, students, patients and the community.



# Case Study 1

Rachel is a second-year medical resident. She approaches Ross, another second-year resident, and says “Ross, I would really like to travel home to see my family – is there anyway you would trade shifts with me for a few days?”

Ross “Well, that depends. What are you willing to do for me?”

Rachel “I don’t know, what could I do?”

Ross replies “Meet me in the on-call room in 10 minutes – but leave your stethoscope here!” Ross.....

- A. Has put himself and the hospital at legal risk
- B. Should immediately apologize to Rachel and explain he was making a very bad joke!
- C. Is a victim of gender differences
- D. A and B



## Case Study 2

Joey Trebbiani is a well respected Chief Resident who has been to several sexual harassment prevention workshops. When his cohort goes to happy hour together and he wants to tell a sexual joke, he always prefaces it with “I hope no one is offended by this...” and warns that he’s about to tell a racy joke. His approach:

- a. Is a good way to prevent against unintentionally offending someone
- b. Is unnecessary since he’s talking off hours
- c. Has good intent but no cigar
- d. A and B



# Where to go for assistance

- ❖ Office of Diversity and Affirmative Action
- ❖ 632-6280
- ❖ Ombuds Office
- ❖ 632-9200
- ❖ Campus Residences
- ❖ 632-6750
- ❖ Student Judiciary
- ❖ 632-6705
- ❖ University Police
- ❖ 333
- ❖ Human Resource Services
- ❖ 444-4700
- ❖ Employee Assistance Program
- ❖ 632-6085
- ❖ School of Medicine: Office of Medical Education
- ❖ 444-1030
- ❖ School of Medicine: Student Affairs
- ❖ 444-2341



# Questions and Answers

