



College of Medicine

UNIVERSITY OF CINCINNATI COLLEGE OF MEDICINE

POLICY TITLE: *Discrimination, Harassment, or Retaliation Reporting Policy*

APPROVAL DATE: *March 3, 2022*

RESPONSIBLE DEPARTMENT: *Office of Student Affairs & Office of Diversity, Equity and Inclusion*

APPLIES TO: *All Medical Students*

POLICY

The University of Cincinnati (“University”) and its College of Medicine is committed to providing a living, learning, and working environment that is equitable, inclusive, and free from discrimination, harassment, and retaliation. Consistent with federal, state, and local laws and regulations, the University prohibits discrimination and harassment on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, military status (including veteran status), national origin, race, religion, sex, sexual orientation, parental status (including status as a foster parent), pregnancy, or any other status protected by law (collectively, “protected class”), in its academic, education, and employment programs and activities.

This policy serves to provide notice and information regarding the University’s policies and procedures related to discrimination, harassment, and retaliation.

REPORTING

I. Reporting Allegations of Discrimination, Harassment, or Retaliation Not Involving Sex, Sexual Orientation, Gender, and/or Gender Identity or Expression:

Students who are directly involved in, who observe, or who receive reliable information that discrimination, harassment, or retaliation not involving sex, sexual orientation, gender, and/or gender identity or expression are strongly encouraged to report such allegations to any of the following offices:

A. For any type of allegation:

1. *Associate Dean for Student Affairs*
Medical Sciences Building, Room E-450J
(513) 558-0737
Aurora.Bennett@uc.edu

2. *Associate Dean for Diversity, Equity & Inclusion*
Medical Sciences Building, Room E-251
(513) 558-4898
ucomdiversity@uc.edu

3. *Associate Deans for Medical Education*

4. *Senior Associate Dean for Educational Affairs*

5. *Co-chairs of the Honor Council*

6. *Course/Clerkship/Elective Evaluations*

- B. Alternative reporting option for allegations based on protected class, not including sex, sexual orientation, gender, and/or gender identity or expression:

Office of Equal Opportunity & Access

5150 Edwards 1, Corry Blvd.

(513) 556-5503

oeohelp@uc.edu

- C. Alternative reporting option for allegations of disability discrimination, including website accessibility concerns:

Accessibility Resources

630 Steger, 2801 UC Mainstreet

(513) 556-4119

UCAccess@uc.edu

II. Reporting Allegations of Discrimination, Harassment, or Retaliation Involving Sex, Sexual Orientation, Gender, and/or Gender Identity or Expression:

- A. All allegations based on sex, sexual orientation, gender, and/or gender identity or expression are subject to the University's Title IX Sexual Harassment Policy or Sex- and/or Gender-Based Misconduct Policy. These policies are administered by the Office of Gender, Equity, & Inclusion ("OGEI"). Collectively, these policies will be referred to as "OGEI Policies."
- B. Students who are directly involved in, who observe, or who receive reliable information that discrimination, harassment, or retaliation involving sex, gender, and/or gender identity may have occurred are strongly encouraged to report such allegations pursuant to the OGEI Policies.
- C. All University employees, and any member of the University community who supervises faculty, staff, students, or volunteers, except those individuals exempt from reporting as set forth in the OGEI Policies, have an obligation to report incidents of discrimination, harassment, or retaliation pursuant to the OGEI Policies.
- D. All reports should be made directly to OGEI:

USquare 308, 225 Calhoun St.

(513) 556-3349 M-F 8a-5p

ogei@uc.edu

III. Reports to Law Enforcement

- A. *In the event of an emergency, an immediate threat, or if a crime is in progress, call 911 immediately.*
- B. Where the alleged discrimination, harassment, or retaliation is potentially of a criminal nature, individuals are encouraged to also make a report to the University of Cincinnati Police Division or to local law enforcement. Ohio law requires that any person knowing that a felony has been or is being committed to report the crime to the police.

University of Cincinnati Police Division
Three Edwards Center, 51 West Corry Blvd
(513) 556-1111 (non-emergency line)
publicsafety@uc.edu

IV. Anonymous Reporting

Students may report information anonymously via the College of Medicine's Anonymous Learning Environment Reporting Tool ("ALERT") or the University's EthicsPoint Anonymous Reporting Hotline. The University will review and take appropriate action on anonymous reports. However, the University's options for investigating and resolving anonymous reports may be limited depending on the amount of the information provided in the report.

ALERT – For College of Medicine Issues
Online Reporting:
<https://comdo-wcnlb.uc.edu/emos/resources/reportmistreatment.aspx>

EthicsPoint – For General University Issues
Hotline: (800) 889-1547
Online Reporting: <http://www.uc.edu/af/intaudit/ethicshotline.html>

V. False Reporting

False reporting is making an intentional inaccurate report or accusation in relation to a University policy, as opposed to a report or accusation, which, even if erroneous, is made in good faith. False reporting is a serious offense subject to appropriate disciplinary action ranging up to and including dismissal.

REPORT PROCESSING

- I. All reports received by an individual/department on end of course/clinical rotation evaluations, within the College of Medicine, are sent to the Associate Dean for Student Affairs including anonymous reports submitted via ALERT, which prompt an email notification to be sent to the Associate Dean for Student Affairs. Reports made via end of course/clerkship/elective evaluations are sent to the course directors and the Associate Dean for Student Affairs once grades have been submitted.

- II. The Associate Dean for Student Affairs will send reports to the appropriate University department for review and processing (i.e. OGEI; Honor Council; Performance and Advancement Committee; etc.). Those reports will be addressed according to their applicable University policy.
- III. If the Associate Dean for Student Affairs determines that the report does not fall under the jurisdiction of another University department, the report will be forwarded to the appropriate course director and/or other administrator/supervisor to review the report. The course director or other administrator/supervisor will document steps taken to review the report and note whether any interventions or supports were needed, and if so, what interventions or supports were taken to address the report. Student participation in this process is meant to foster professional development. The course director or other administrator/supervisor will resolve the report within a reasonable time. The documentation will be sent to the Associate Dean for Student Affairs.

Related Policies:

[Title IX Sexual Harassment Policy](#)

[Sex- and/or Gender-Based Misconduct Policy](#)

[Policy on Harassment](#)

[Medical Student Honor Code](#)

[Policy of the Honor Council](#)

[Student Code of Conduct](#)

[Performance and Advancement Committee Standards and Procedures](#)

[Notice of Non-Discrimination](#)

[University Policy on Non-Discrimination and Harassment](#)