STATEMENT OF PURPOSE

To confirm the Pitt County Memorial Hospital, the Organization, policy against harassment, to adopt a uniform complaint and investigation procedure, to promote a positive work environment, and to affirm that neither harassment, the false reporting of harassment for malicious purposes, nor retaliation for reporting shall be tolerated.

POLICY

Pursuant to the Pitt County Memorial Hospital, Inc. Employee Handbook, all employees of the Organization are entitled to a work environment free from harassment. Harassment may come from employees, supervisors, and nonemployees. Conduct is considered harassment when (1) submission to such conduct is made a condition of employment, (2) submission or rejection of such conduct is the basis for employment decisions, (3) such conduct unreasonably interferes with an individual’s work performance, (4) such conduct creates an intimidating, hostile or offensive work environment. Harassment will not be tolerated in any form in the workplace at the Organization. Types of harassment include sexual and racial harassment:

a. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment may include a range of subtle and not so subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include, but are not limited to, unwanted sexual advances, subtle or overt pressure for sexual favors, sexual jokes, innuendoes, advances or propositions, verbal abuse of a sexual nature, graphic commentary about an individual’s body or sexual prowess or deficiencies, leering, whistling, touching, pinching, assault, coerced acts, or suggestive, insulting, or obscene comments or gestures, displays in the workplace of sexually suggestive objects or pictures, and other physical, verbal or visual contact of a sexual nature.

b. Racial harassment consists of unwelcome verbal, physical, or written behavior directed toward or relating to an individual or group on the basis of race, religion, or national origin. Racial harassment may include a range of subtle and not so subtle behaviors and may humiliate, patronize, threaten, or intimidate. Depending on the
circumstances, these behaviors may include but are not limited to, racist jokes, insults, taunts, literature, innuendoes or graffiti, unwelcome comments about appearance, dress, or speech, implied or explicit threats, discriminatory and unjustified allocation of work, shift, personnel actions, graphic material, and other physical or verbal abuse of a racial nature. If the alleged harasser is not an employee of the Organization, conduct as described above should still be reported to the Program Director, GME Office, Institutional Official and Vice President of Human Resources.

An employee has a duty to report harassment behavior(s) to any one of the following persons: the employee’s Program Director, GME Office, Institutional Official and the Vice President of Human Resources. The Organization regards all allegations of harassment as serious and requiring investigation. Reports and investigations of harassment will be handled as confidentially as possible, and conducted by the Vice President of Human Resources or his designee. An investigation of a harassment complaint will be handled promptly. When conduct considered to be harassment exists, the Organization will take immediate, corrective action.

Individuals who are found to have engaged in harassment, and individuals found to have knowingly made a false accusation of harassment for malicious purposes will be disciplined up to and including discharge. The Rules of Conduct and Performance state that the following examples are considered sufficient cause for disciplinary action up to, and including discharge:

1. Acts of harassment,
2. Malicious or threatening statement(s) or false or abusive statement(s) to or about fellow employees.

A complaint based on the honest perception of conduct felt to be harassment would not be viewed as maliciously made. Furthermore, retaliation or reprisal by any employee of the Organization, will subject the party engaging in such retaliation or reprisal to disciplinary action up to and including discharge.
WORKPLACE BULLYING

Our Organization considers workplace bullying, including lateral violence (verbal or nonverbal peer to peer aggression), unacceptable and will not tolerate it under any circumstances. Workplace bullying is behavior that harms, intimidates, offends, degrades or humiliates an employee, possibly in front of other employees, vendors, patients or customers. All employees should be able to work in an environment free of bullying. Investigation procedures will be followed to address reports of workplace bullying. Any reports will be treated seriously and investigated promptly. Disciplinary action, up to and including termination, will be taken against anyone who bullies.