

## POLICY MANUAL

**Date of Issue:** 11/94

**Policy #** GME-8242-003

**Revisions:** 01/01; 05/02, 04/05

**Department of Primary Responsibility:**  
Academic Division– Graduate Medical  
Education

**Subject:** HARRASSMENT FREE

**Distribution:** Program Directors, Residents  
Department Chairs

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### POLICY

The Ochsner Clinic Foundation has established policies to prohibit any form of harassment by and against Ochsner employees. The Institution through its Department of Employee Relations is responsible for the consistent application and proper implementation of the Harassment Free Environment Policy.

All graduate medical education trainees, faculty, physician supervisors and others engaged in graduate medical education activities at the Ochsner Clinic Foundation are subject to this policy.

Please refer to ***Policy #500.3 – Harassment Free Environment*** in the Human Resources Management Manual. A copy of Policy #500.3 is appended to this document.

### POLICY ENFORCEMENT:

The Employee Relations Manager in cooperation with the Executive Vice President/ Chief Academic Officer is responsible for enforcing this policy throughout the Foundation for all graduate medical education training programs. Individual program directors are responsible for the consistent application of this policy within a training program.

### EXCEPTIONS:

There are no exceptions to this policy.

### SIGNATURES:



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William W. Pinsky, M.D.  
Executive Vice President /Chief Academic Officer

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Hector O. Ventura, M.D.  
Chairman  
Graduate Medical Education Committee