



## GRADUATE MEDICAL EDUCATION POLICIES Learning and Working Environment

### ACGME Policies

III.A. The Sponsoring Institution and each of its ACGME-accredited programs must provide a learning and working environment in which residents/fellows and faculty members have the opportunity to raise concerns and provide feedback without intimidation or retaliation, and in a confidential manner, as appropriate

### Background

The Tilman J. Fertitta Family College of Medicine (COM) is committed to providing a working and educational environment free from unprofessional behavior, including mistreatment, abuse and/or coercion of residents/fellows, other learners, faculty members, and staff members. Such behavior is not conducive to learning or the safe delivery of patient care and will not be tolerated. This commitment extends from the COM to all clinical and other learning/training sites.

### Procedure

Any trainee who believes they have been the victim of unprofessional behavior may file an anonymous report through the University of Houston Maxient system, based in the University Office of Student Affairs. A double-blind report will be sent to COM GME leadership within 24 hours. Follow-up and a report back through the system is due within five (5.0) working days.

<https://cm.maxient.com/reportingform.php?UniveofHouston>

Faculty, staff, or other learners who witness an episode of unprofessional behavior may also file a report through the Maxient system, with the same process.

Anyone who experiences or witnesses a believed incident of sexual harassment, sexual discrimination, racial discrimination, or any other behaviors which might fall under Title IX should file an anonymous report online directly through the UH Equal Opportunity Services Office. COM GME leadership will be notified within 24 hours, and is required to report back through the EOS team within five (5.0) working days.

<https://www.uh.edu/eos-forms/>

Anyone engaging in harassment or unprofessional behavior of any type will be subject to disciplinary action, up to, and including termination.



Tilman J. Fertitta Family  
College of Medicine  

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UNIVERSITY OF HOUSTON

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