

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

Vanderbilt University Medical Center
Respect@Work: Eliminating Sexual Harassment

This Action Applies to Rubric Item(s): 2, 3, 5, 19, 28

Description of Work:

All Vanderbilt University Medical Center (VUMC) employees receive training as a new hire and again on an annual basis about 1) what constitutes harassment, discrimination and misconduct, and 2) where to find VUMC policies, reporting, and support regarding concerns. Online training is called *Respect@Work: Employee and Student Wellbeing*. As part of the VUMC *Respect@Work* Curriculum, an in-person clinical leadership and manager/supervisor education and training, Human Resources and the Office of Inclusion and Health Equity (OIHE) developed *Respect@Work: Eliminating Sexual Harassment*. This is a 60 or 75 minute interactive training session that covers the current climate of sexual harassment within healthcare, definitions of sexual harassment, steps leaders take if the workforce (i.e., faculty and staff; clinicians and non-clinicians) raise concerns of sexual harassment, and the actions VUMC will take to address the issue. New hire training completion averages 95%; annual compliance training averages 91%; and *Respect@Work: Eliminating Sexual Harassment* for leaders and clinicians is ongoing. To date, we have trained approximately 43% of our staff leaders and 26% of our clinicians. VUMC emphasizes the importance ongoing leader and clinician training.

VUMC has robust non-discrimination, anti-harassment and non-retaliation policies. We also ensure all new and current employees and leaders receive training on what these policies entail and how to raise concerns. In 2018, when the “MeToo” movement and several important studies including the NASEM Action Collaborative’s study had been released, the CEO and senior leadership asked VUMC to review our processes, training, awareness and response to concerns of sexual harassment and whether we needed to make any adjustments. The primary goal, enterprise wide, is to eliminate sexual harassment among faculty, staff, and learners. Based on that review, leadership training in *Respect@Work: Eliminating Sexual Harassment* was developed, in addition to new Standard Operating Procedures for responses to substantiated sexual harassment. These ensure that all VUMC employee groups and learners understand how substantiated allegations of sexual harassment will be addressed.

Respect@Work: Eliminating Sexual Harassment, is a new training effort at VUMC. The course was developed in summer 2018, and later launched in November of that same year to VUMC senior leadership. Enterprise-wide rollout was implemented in January 2019. To our knowledge, *Respect@Work: Eliminating Sexual Harassment* is unique to an academic medical institution. This training is eligible for professional development credits. These ongoing

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trainings are consistent with the findings and recommendations of the 2018 NASEM report across five Rubric areas: Civility or Respect Promotion Programs; Leadership Education and Skill Development; Audience-specific anti-sexual harassment education; Retaliation; and Conducting Needed Research.

Participation in *Respect@Work: Eliminating Sexual Harassment* is tracked to ascertain level of departmental and division completion, as participation is voluntary. Approximately six months after in-person training, a follow-up survey is completed by course participants.

Sessions are conducted by trained facilitators from VUMC Office of Inclusion and Health Equity and Human Resources. Facilitators update course content based on the current social climate and emergence of relevant research related to the Action Collaborative's report and other findings.

Respect@Work: Eliminating Sexual Harassment is projected to reach over 15,000 in the VUMC community over the next three years. Monthly evaluations of training participation and materials combined with follow-up assessments, e.g., enterprise-wide climate surveys will provide data for quality improvement, policy, and behavior change important for a virtuous and respectful environment, and the elimination of sexual harassment.

Website for further information (if applicable): N/A

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