

Vanderbilt University Medical Center's (VUMC) Mission statement reads: Through the exceptional capabilities and caring spirit of its people, VUMC will lead in improving the health care of individuals and communities regionally, nationally and internationally. We will combine our transformative learning programs and compelling discoveries to provide distinctive personalized care. Our VUMC Credo reads: We provide excellence in health care, research, and education. We treat others as we wish to be treated. We continuously evaluate and improve our performance. It's who we are.

Our Mission and Credo are foundational to our culture and help frame expected behaviors in our workplace that also guide our decisions. Because we as an institution focus on the exceptional capabilities and caring spirit of our people, in a moment of questioning we should each be able to understand whether our behaviors, or those of colleagues, do not align with expectations. The Medical Center is firmly committed to, and actively engaged in, education and training that supports important policies that raise awareness of the current climate of harassment in the workplace, along with legal definitions of and the business case for confronting these behaviors.

Sexual harassment is covered by the overarching VUMC policy for Anti-Harassment, Non-Discrimination and Anti-Retaliation, revised November 2018. All employees including faculty, house staff, staff and affiliates are considered representatives of VUMC and are expected to adhere to the VUMC Code of Conduct. Because we are an institution of higher education, VUMC is also held to the standards established to protect learners experiencing harassment or misconduct.

We, in alignment with the Action Collaborative, refuse to leave harassment to chance. We take responsibility to change. Our Respect@Work: Eliminating Sexual Harassment series is more than how to respond when harassment occurs; we want to create an environment where harassment and uncivil behaviors are limited, eliminated, or so outside the accepted norms there is an immediate response when they do occur. Launched November 2018, initially targeting about 6,500 senior leaders, clinicians, staff and house staff, this 60 or 75 minute didactic and interactive format with produced video scenarios designed for Grand Rounds and staff meeting, addresses VUMC policies, legal definitions, and the current climate of harassment in the workplace. One of the takeaways is the VUMC **RESCUE**: Report incidents of harassment; Ensure consistency of action; Step up and intervene; Create, model and support our culture; Understand policies; and Empower bystanders (Nettles and Colton, 2018). In eight months, about 23% of targeted groups participated in training. Training continues and professional development credit is awarded. Respect@Work is in collaboration with the VUMC Office of Inclusion and Health Equity, Human Resources, and the Office of Diversity Affairs.

In addition, VUMC established, for the first time, a singular process for reporting, investigation, response and review of incidents across the institution for all populations. This process has C-Suite oversight. We developed a website and materials to enable awareness and support for these issues.

Vanderbilt University Medical Center hereby commits to support the goals of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education as a founding member of the Collaborative; and to participate with the Work Group on Response: Responding to Harassment when it Occurs. VUMC commits to empower everyone to be able to respond. We are responsible. As our Credo says, it's who we are.