

1 **SUBJECT:** Sexual Harassment in Medicine

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3 **SUBMITTED BY:** Heather Aguirre, DO

4 **REFERRED TO:** Public Affairs Committee

5 WHEREAS, sexual harassment is defined as unwelcome sexual advances, requests for sexual
6 favors, and other verbal or physical conduct of a sexual nature; and

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8 WHEREAS, sexual harassment in the practice of medicine is unethical; and

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10 WHEREAS, sexual harassment exploits inequalities in status and power, abuses the rights and
11 trust of those who are subjected to such conduct; and

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13 WHEREAS, this can interfere with an individual's work performance, and may influence or be
14 perceived as influencing professional advancement in a manner unrelated to a person's clinical
15 or academic performance; and

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17 WHEREAS, this can ultimately harm professional working relationships and create an
18 intimidating or hostile work environment, that has a potential to jeopardize patient care; and

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20 WHEREAS, sexual relationships between medical supervisors and trainees are not acceptable,
21 even if consensual; now, therefore be it

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23 RESOLVED, that the Texas Osteopathic Medical Association (TOMA) encourage a fair
24 investigative process and supports rehabilitation and education for physicians who engage in
25 sexual harassment. Be it further,

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27 RESOLVED that physicians should supports a nurturing and safe working environment for
28 members of both sexes; and, be it further

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30 RESOLVED, that physicians should promote professionalism in the medical workplace which will
31 adhere to strict sexual harassment policies in all medical workplaces.

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37 **HOD 2018**

38 Approved as Amended