

Express your stance on sexual  
harassment as a leader and  
construct responses to  
accusations in your department

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No disclosures

# University versus Health System

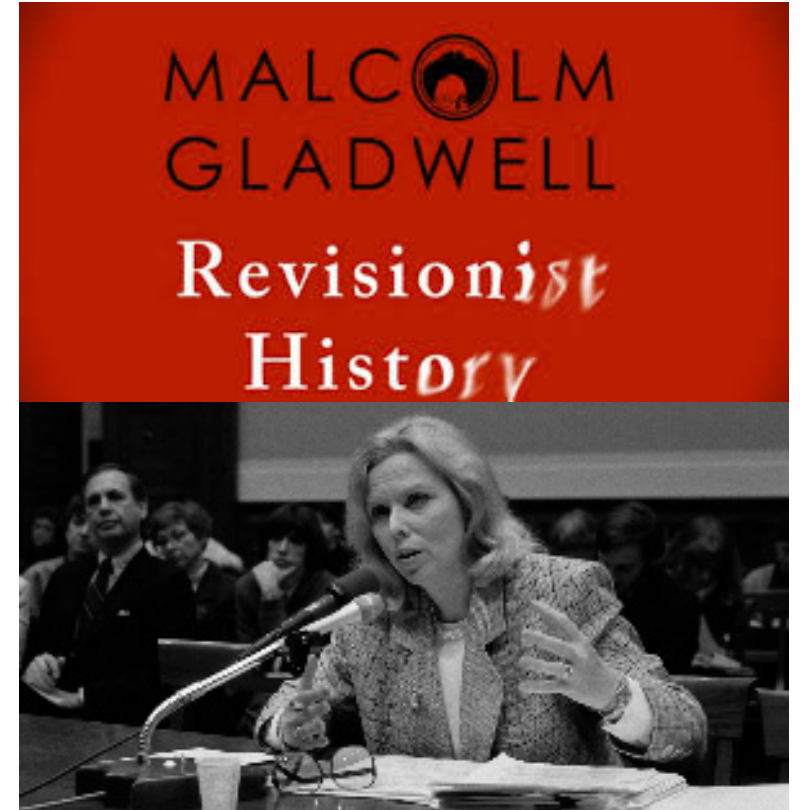
- JHU Office of Institutional Equity - The Office leads JHU efforts to foster an environment that is inclusive, respectful and free from discrimination and harassment. In its role, OIE ensures compliance with affirmative action and equal opportunity laws, investigates discrimination and sexual harassment complaints, and serves as a central resource for those with disabilities or those who require religious accommodation.
- JHH Office of Workforce Diversity - The Office actively facilitates the development of a workforce with diverse backgrounds and skills, working in a discrimination and harassment-free environment. This diverse and skilled workforce will enhance our capacity to deliver quality services to all patients and will also make The Johns Hopkins Hospital and Health System better places to work.

# My role as a leader

- Reinforce the institutional imperatives
- Develop trust from staff
- Make sure staff know all the different methods to report
- Keep confidentiality
- Provide support for all employees
- Open door
- Constant listening

# Personal Testimony

- Pod cast recommendation  
Season 3, Episode 9
- Telling your own experiences
  - Pro's and Con's



# Getting around the Cone of Silence



## **Some respondents in the sexual misconduct cases closed in 2017 experienced the following sanctions:**

1 expulsion	4 deferred suspensions	3 access restrictions
2 terminations or removals from their position	3 disciplinary probations	5 no contact orders
1 suspension	3 disciplinary actions	1 note in formal record
	1 required counseling	1 suspension without pay
	7 educational sanctions	1 social probation

## **Some respondents in the protected-class discrimination and harassment cases closed in 2017 experienced the following sanctions:**

2 terminations or removals from their position	1 suspension without pay	2 formal reprimands
2 disciplinary actions	1 negotiated departure	3 educational sanctions
	1 inappropriate conduct noted	1 required counseling

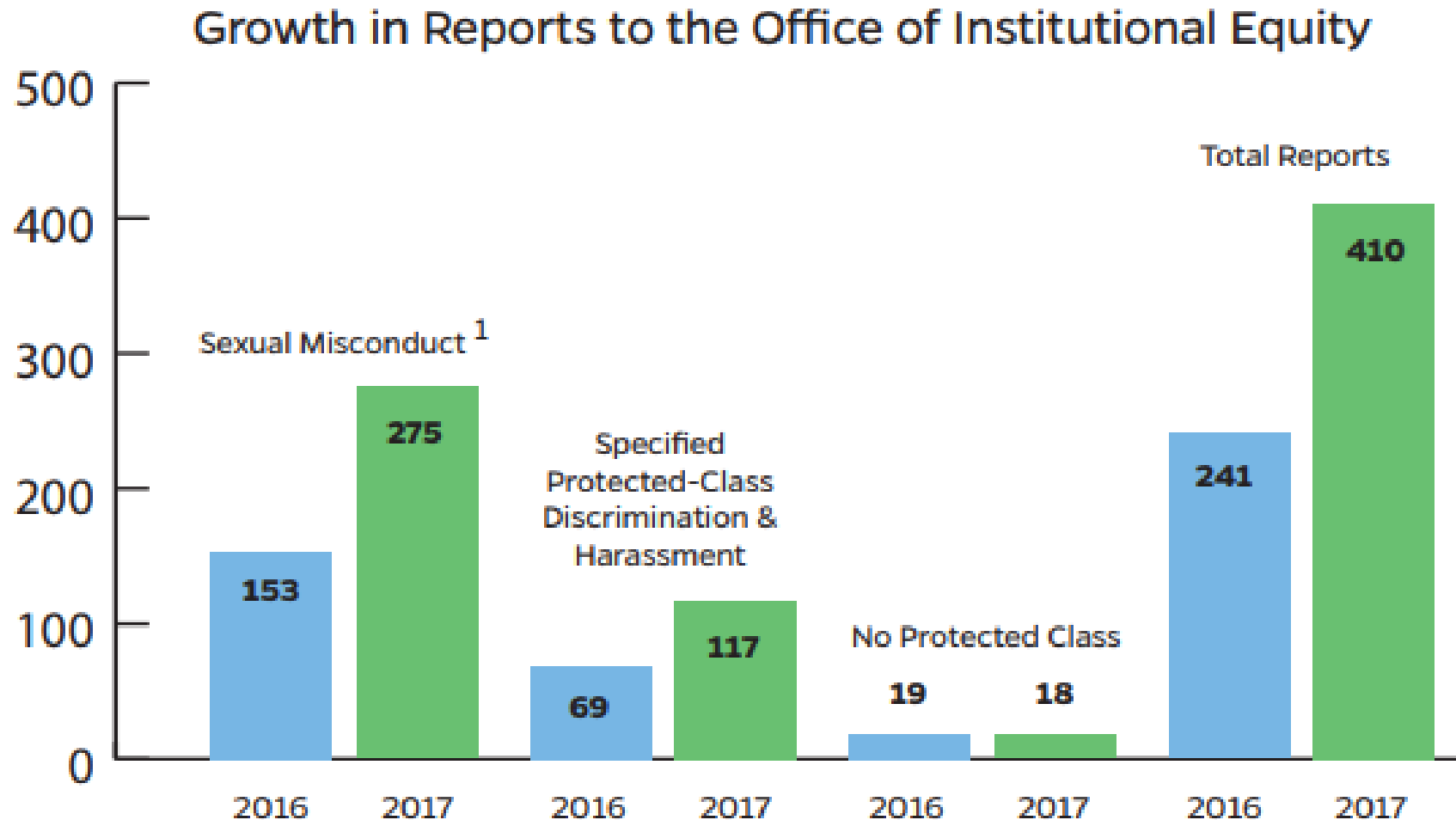
# Importance of reporting back to staff



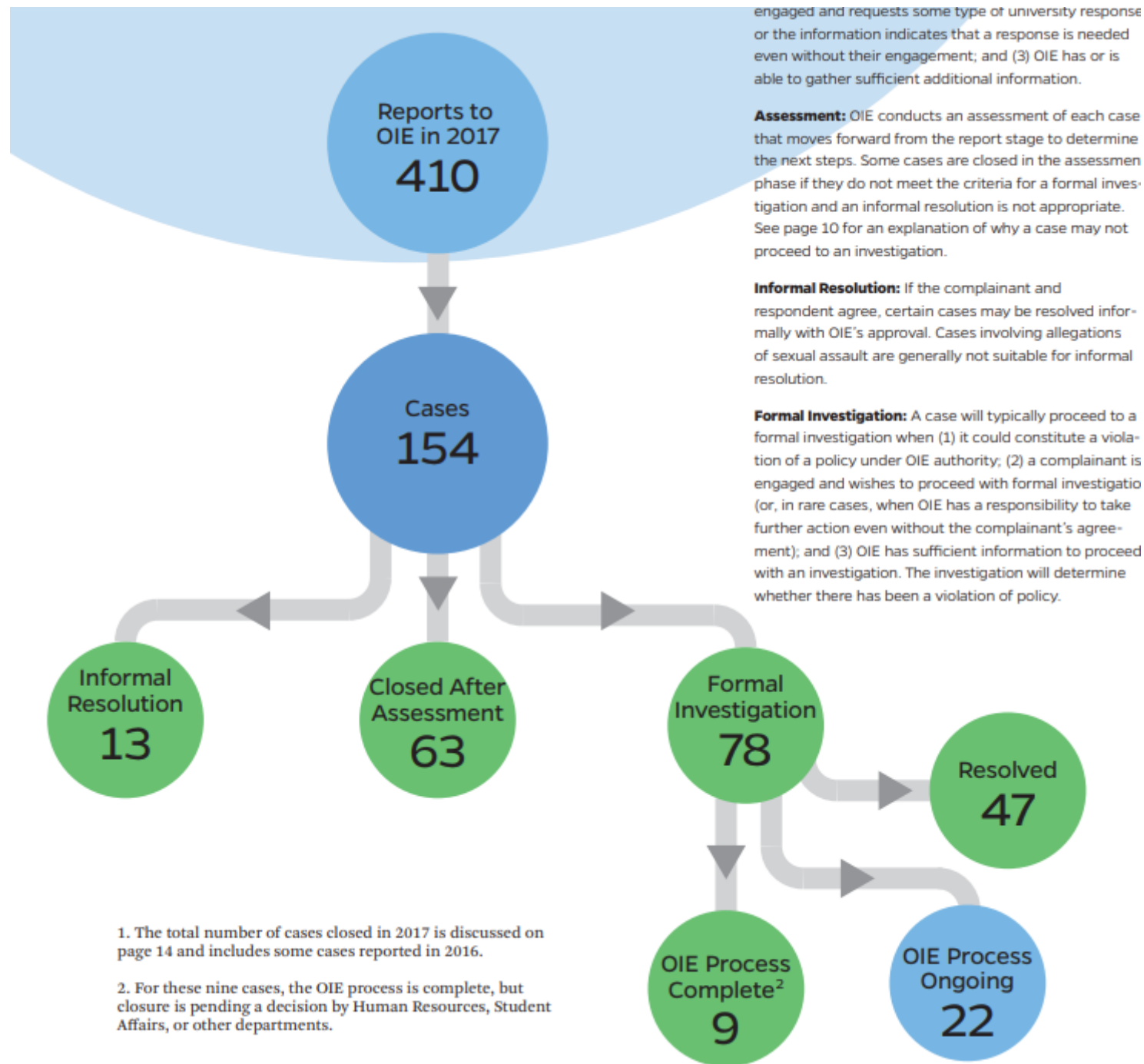
## Office of Institutional Equity

2017 Annual Report

# Increase in reporting likely the result of educational efforts and national environment







engaged and requests some type of university response or the information indicates that a response is needed even without their engagement; and (3) OIE has or is able to gather sufficient additional information.

**Assessment:** OIE conducts an assessment of each case that moves forward from the report stage to determine the next steps. Some cases are closed in the assessment phase if they do not meet the criteria for a formal investigation and an informal resolution is not appropriate. See page 10 for an explanation of why a case may not proceed to an investigation.

**Informal Resolution:** If the complainant and respondent agree, certain cases may be resolved informally with OIE's approval. Cases involving allegations of sexual assault are generally not suitable for informal resolution.

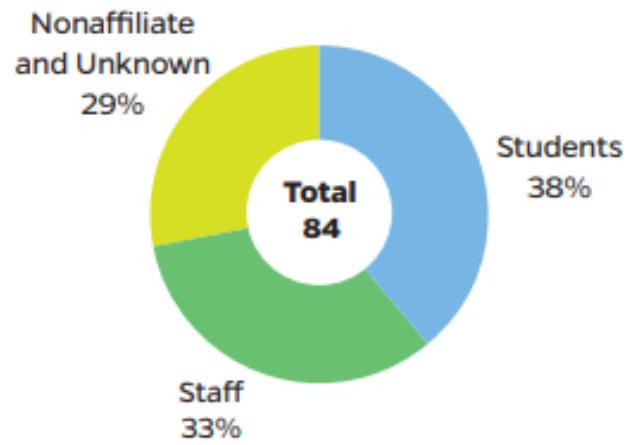
**Formal Investigation:** A case will typically proceed to a formal investigation when (1) it could constitute a violation of a policy under OIE authority; (2) a complainant is engaged and wishes to proceed with formal investigation (or, in rare cases, when OIE has a responsibility to take further action even without the complainant's agreement); and (3) OIE has sufficient information to proceed with an investigation. The investigation will determine whether there has been a violation of policy.

1. The total number of cases closed in 2017 is discussed on page 14 and includes some cases reported in 2016.

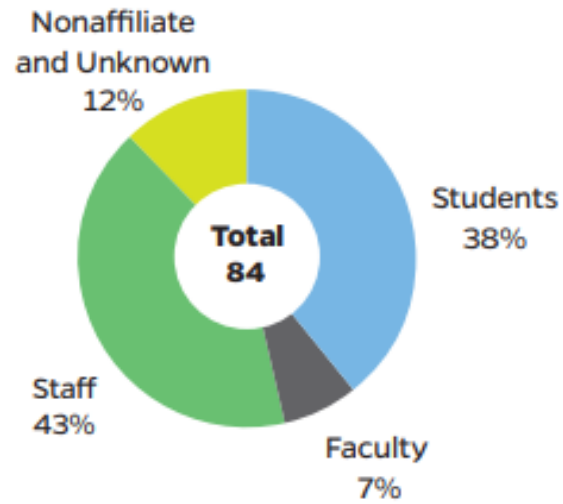
2. For these nine cases, the OIE process is complete, but closure is pending a decision by Human Resources, Student Affairs, or other departments.

### Cases Involving Sexual Misconduct in 2017

Complainants' University Affiliation



Respondents' University Affiliation



# Final Thoughts

- The work environment needs to be a frequent topic. Staff need to hear this from leaders.
- Require completion of training
- Encourage reporting
- Not my role to construct the response
- Support both the claimant and respondent
- Detect early warning signs and counsel staff