



eEDUCATE

An electronic brief for clinical faculty of The Commonwealth Medical College

Summer 2015

Where to Report Sexual Misconduct:

Joseph Cortese, SPHR
Title IX Coordinator
Human Resources Department
Phone – 570-504-9620
Email – jcortese@tcmc.edu
(For complaints against non-students)

Jackie Ghormoz,
Title IX Associate Coordinator, Center
for Learning Excellence
Phone – 570-504-9073
Email – jghormoz@tcmc.edu
(For complaints against students)

Regional Confidential Advisors

NORTH: Elizabeth McGill, PhD
570-504-9624
emcgill@tcmc.edu

SOUTH: Devon Bremer
570-825-7247
dbremer@tcmc.edu

WEST: Jill Taggart
570-327-6081
jtaggart@tcmc.edu

GUTHRIE: Nancy Pease
570-887-4434
pease_nancy@guthrie.org

Anonymous Ethics Hotline:
Staff & Faculty: 855-400-6002
www.lighthouse-services.com/tcmc

Anonymous Ethics Hotline:
Students: 844-600-0042
www.lighthouse-services.com/tcmc-student

Understanding Title IX



Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state civil rights laws, The Commonwealth Medical College (TCMC) has developed policies and procedures that prohibit sexual misconduct in all of its forms and outline the process for reporting, investigating and addressing violations of the Sexual Misconduct Policy.

As Chief Human Resources Officer, Joseph Cortese reports, "TCMC is committed to providing a learning and working environment that promotes personal integrity, civility and mutual respect free of discrimination on the basis of gender, which includes all forms of sexual misconduct that violate TCMC's Code of Conduct and/or Sexual Misconduct Policy."

Sexual misconduct violates an individual's fundamental rights and personal dignity. TCMC considers sexual misconduct, in all its forms, to be a serious offense. This policy refers to all forms of sexual misconduct, including but not limited to: sexual harassment, sexual assault, domestic violence, stalking, dating violence and sexual violence perpetrated by employees, students, or third parties.

A student or employee who reports to TCMC that they have been a victim of sexual misconduct, whether the offense has occurred on or off campus, shall be provided with a copy of this policy, which contains a written explanation of the student's or employee's available rights, options and levels of confidentiality.

This policy applies to all faculty, staff and students of TCMC, as well as all who participate in TCMC programs and activities both on campus, and off campus, including all off campus sites, regardless of sexual orientation or gender identity. Individuals who violate this policy will be subject to discipline, up to and including termination or expulsion, and/or any other discipline deemed appropriate.

TCMC embraces a medical education model which recognizes that quality physicians surge from environments rich in diversity of experiences, cultures and ideas. TCMC values diversity and is committed to maintaining a work and education environment free of discrimination. Actions and/or services affecting TCMC employees or students will be applied without regard to sex, race, color, religion, national origin, ancestry, age, sexual orientation, gender identity, political affiliation, handicap, disability, marital status, veteran status or disabled veteran status, genetic information or any other characteristic protected by law.

Review the policy at: <https://tcmc.edu/titleix>

The Commonwealth Medical College

Department of Faculty Affairs & Faculty Development

Associate Dean

Andrea DiMattia, MEd
570.504.9634

ADiMattia@tcmc.edu

Manager of Regional Affairs

Mary Theresa Mazur, MA
570.504.9678

MMazur@tcmc.edu

Manager of CME

JoAnn Babish, MSLS

JBabish@tcmc.edu

Administrative Assistant

Gloria Colosimo
570-504-9074

GColosimo@tcmc.edu

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Submit items of interest to editor, Mary Theresa Mazur, at MMazur@tcmc.edu

Faculty Development Meetings (CME)

South

6 PM, September 15th, The Woodlands

North

6 PM, September 17th, TCMC

Guthrie

6 PM, September 22nd, Patterson Building

West

6 PM, October 7th, DiSalvo's Restaurant

After the Child Abuse Report: What You Need to Know *a medical/legal CME event*

October 1, 2015

5-9 PM

TCMC Auditorium

Fall Keystone Symposium (CME) Genomics: What Every Practicing Health Care Professional Needs to Know

November 21, 2015

8 AM to 1 PM

TCMC Auditorium

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TITLE IX Training Required for All TCMC Staff, Faculty, Volunteer Clinical Faculty



As part of TCMC's Title IX compliance efforts all staff and faculty, including volunteer clinical faculty, are required to complete a brief, yet comprehensive, training program on sexual misconduct, reports Andrea DiMattia, MEd, Associate Dean of Faculty Affairs and Faculty Development. "As a staff or faculty member you are considered a responsible employee of the College and have an obligation to report incidents of sexual misconduct. This training program will discuss your responsibilities under the law in detail," she added.

At the Fall Regional Faculty Development Meetings, you will be receiving information with log in information to access WeComply, the online training program. Please set aside about 30 minutes to view the video program and answer a few questions when prompted. Upon completion of the program you will receive a certificate of completion.

"If you are unable to attend the meeting, please watch your email account for more information. Your cooperation in completing this important training by the end of September will ensure our compliance with the Title IX requirements and is greatly appreciated," says Andrea. For more information: go to <https://tcmc.edu/titleix>

Title IX Quick Facts

What is Title IX?

Title IX of the Educational Amendment of 1972 prohibits discrimination based on sex in educational programs that receive federal assistance.

What is sexual misconduct?

Sexual misconduct is a form of sex/gender discrimination that describes sexual behaviors that violate TCMC's Code of Conduct and/or sexual misconduct policy, Title IX.

What behaviors encompass sexual misconduct?

Sexual misconduct includes acts of sexual violence, sexual assault, sexual harassment, stalking, cyber-stalking, dating violence, domestic violence, intimate partner violence and hate crimes based on gender and sexuality.

Who is a responsible employee?

All staff and faculty including Volunteer Clinical Faculty, who are not confidential advisors or Title IX coordinators, are responsible employees and are required to report sexual misconduct.

Who is a confidential advisor?

Confidential advisors provide information and support to help guide a complainant in filing a complaint, requesting accommodations or accessing support services. They can also report an incident to the Title IX Coordinator without reporting names, unless there is a threat to the TCMC community.