**Resources on Reporting and Addressing Concerns Related to**

**Anti-Racism, Diversity, Equity, and Inclusion (ADEI)**

The University of Pennsylvania and the Perelman School of Medicine have numerous policies and resources regarding ADEI. We have compiled those resources below but note they may periodically be amended and URLs/contacts may change. We will update this document periodically. Within the Department of Medical Ethics and Health Policy, the ADEI Co-Chairs, Holly Fernandez Lynch (lynchhf@pennmedicine.upenn.edu) and Tangee Streeter, streeter@pennmedicine.upenn.edu, can help you navigate these resources should an ADEI concern arise.

**MEHP ADEI Committee Statement of Purpose and Core Values:**

The Department of Medical Ethics and Health Policy is committed to being an anti-racist environment and cultivating a positive and supportive work environment for all of our members. We deplore violence, discrimination, and prejudice on the basis of race, national or ethnic origin, gender, gender identity, sexual orientation, age, religion, disability, veteran status, or socioeconomic background. We believe Black lives matter, and believe that as individuals and as a department, we must devote ourselves to actively dismantling racism and injustice through our conduct and our work. We view each other as whole people, understanding that work is an important part of each of our identities, but not our whole identity.

The core values that guide our work and department culture include:

* Diversity among and inclusion of members of our department with regard to observable and unobservable characteristics
* Curiosity about the world and an openness to views that may differ from our own
* Conducting rigorous scientific and conceptual research that will improve the health and wellbeing of all people, but especially those with the fewest resources who have faced the greatest injustices
* Listening to each other, treating one another with respect, and encouraging debate and the respectful expression of different viewpoints
* Mentoring, developing, and supporting people to learn, grow, and challenge themselves
* Advocating for structural changes in the institutions in which we work and those that have the power to improve health and wellbeing
* Engaging and partnering with communities at the local, state, national, and international level to achieve their health goals
* Educating students, the public, and each other in ways that engage diverse perspectives

**Relevant Penn Policies:**

* University Principles of Responsible Conduct, Principle Two: “Respect for Others in the Workplace”: <https://oacp.upenn.edu/oacp-principles/respect-for-others-in-the-workplace/>
* Faculty Handbook: <https://catalog.upenn.edu/faculty-handbook/>
	+ Academic Freedom and Responsibility: <https://catalog.upenn.edu/faculty-handbook/ii/ii-a/>
* Pennbook (including the Code of Student Conduct): <https://catalog.upenn.edu/pennbook/>
	+ Guidelines on Open Expression (applicable to the University community): <https://catalog.upenn.edu/pennbook/open-expression/>
* Equal Opportunity and Affirmative Action Policy: <https://upenn.box.com/s/m61hhcw6uygkh9pcsotio6buzs3rfnna>
* HR Policy Manual: <https://www.hr.upenn.edu/policies-and-procedures/policy-manual>
* Sexual misconduct: <https://almanac.upenn.edu/uploads/media/071922-sexual_misconduct_policy_supplement.pdf>
* Sexual harassment: <https://titleixoffice.upenn.edu/title-ix>
* Policy against retaliation: <https://www.hr.upenn.edu/policies-and-procedures/policy-manual/other-policies/policy-against-retaliation>
* Penn Medicine Professionalism Statement: <https://www.med.upenn.edu/oaa/assets/user-content/docurepo/Professionalism%20Statement.pdf>
* Penn Medicine Code of Conduct: <https://www.med.upenn.edu/oaa/assets/user-content/docurepo/PENN%20MEDICINE%20CODE%20OF%20CONDUCT.pdf>

**General Resources and Information:**

* PSOM Human Resources:
	+ Website: <https://www.hr.upenn.edu/>
	+ Contact: Albert Johnson, (215) 898-3659 or albertj@upenn.edu
* Office of the Ombuds:
	+ Website: <https://ombuds.upenn.edu/>
	+ Contact: <https://ombuds.upenn.edu/arrange-consultation>
* Employee Assistance Program:
	+ Website: <https://www.hr.upenn.edu/PennHR/wellness-worklife/counseling-and-employee-assistance-program>
	+ Contact: (866) 799-2329 or EAPinfo@healthadvocate.com
* Student Health and Counseling:
	+ <https://wellness.upenn.edu/student-health-and-counseling>
* University Help Line: 215-898-HELP (898-4357)
* Penn Police:
	+ (215) 573-3333 or 511 from any campus phone
	+ Special Services: 215-898-4481 or 215-898-6600 (24 hours) or SpecialServices@publicsafety.upenn.edu (non-emergency)

**Reporting Resources:**

* Possible violations of policies or legal requirements:
	+ Penn's Reporting and Help Line at 215-P-Comply (215-726-6759) or [www.upenn.edu/215pcomply](http://www.upenn.edu/215pcomply)
* Instances of bias:
	+ University bias incident reporting: <https://diversity.upenn.edu/diversity-at-penn/bias-motivated-incident-report>
* Instances of discrimination, harassment, or retaliation:
	+ Office of Affirmative Action and Equal Opportunity Programs: <https://oaaeop.upenn.edu/>
		- Complaint resolution: <https://oaaeop.upenn.edu/resources/complaint-resolution> (Note: Formal complaints must be made in writing and submitted within 30 days of the alleged violation, if possible.)
	+ Faculty Grievance Commission: <https://provost.upenn.edu/senate/faculty-grievance-commission>
* Sexual misconduct
	+ Office of the Associate Vice President for Equity and Title IX Officer: <https://titleixoffice.upenn.edu/>
* Contact information: (215) 898-2887 or titleIXofficer@upenn.edu

**Additional resources:**

* [African-American Resource Center](https://aarc.upenn.edu/)
* [Center for Community Standards and Accountability](https://csa.upenn.edu/)
* [Counseling and Psychological Services](https://caps.wellness.upenn.edu/)
* [Disability Accommodation Services](https://oaaeop.upenn.edu/accessibility/accommodations)
* [Lesbian Gay Bisexual Transgender Center](https://lgbtcenter.universitylife.upenn.edu/)
* [Office of the Chaplain](https://chaplain.upenn.edu/)
* [Office of Faculty Affairs](https://provost.upenn.edu/faculty)
* [Office of Staff and Labor Relations](https://www.hr.upenn.edu/workplace-issues/staff-labor-relations)
* [Office of the Vice Provost for Faculty](https://provost.upenn.edu/faculty)
* [Penn Diversity](https://diversity.upenn.edu/)
* [Penn Violence Prevention](https://secure.www.upenn.edu/vpul/pvp/)
* [Penn Women's Center](https://pwc.universitylife.upenn.edu/)
* [Restorative Practices @ Penn](https://csa.upenn.edu/restorative-practices-penn)
* [Staff and Labor Relations](https://www.hr.upenn.edu/workplace-issues/staff-labor-relations)
* [Student Health Services](https://wellness.upenn.edu/)
* [Student Intervention Services](https://sis.vpul.upenn.edu/)
* [Vice Provost for University Life](https://universitylife.upenn.edu/)