

FY24 Culture Survey Discrimination and Harassment Questions

Frequently Asked Questions

General

1. What is the purpose of including discrimination and harassment items in the Culture Survey?

These questions were included to help us identify and more effectively assess instances of workplace discrimination and harassment at VUMC. Survey data results will guide us in tailoring our policies, training, and programs to better address the specific needs and concerns of our diverse employees, understand barriers to reporting, and to foster a more inclusive and equitable work environment.

2. How will my responses be used?

This feedback will help us to identify areas where intervention is needed concerning discrimination and harassment policies, training, and other workplace needs. Furthermore, feedback will guide our development of new educational and training content for VUMC departments.

3. Who will have access to individual responses?

Due to the sensitive nature of these questions and their responses, results WILL NOT be made available to leaders on the Culture Survey Dashboard. Only a small, select group from VUMC Health Equity and Inclusive Excellence and Human Resources senior leadership will have access to data results.

4. How will my information be protected?

Confidentiality is the top priority. Survey data collected from employees is confidential, and we have taken precautions to ensure it stays that way. Results from small teams (less than five responses) will be combined with those from larger teams. Limiting access to protect confidentiality as it relates to the custom discrimination and harassment items is an additional layer of precaution being taken.

5. How will results be communicated?

Survey results for the eight discrimination and harassment questions WILL NOT be made available on the Culture Survey Dashboard. In early summer, senior executive leaders will receive a summary of aggregate, organization-wide results about discrimination and harassment. Organization-wide, aggregate results will be shared with all VUMC employees as determined by senior executive leaders.

6. Who do I contact if I have a discrimination or harassment complaint?

- **VUMV employees** can submit an anonymous complaint through Workday
- **Students and residents** can use the RISE system (<https://rise.app.vanderbilt.edu/>)
- **Clinical staff** can submit a complaint through Veritas (<https://veritas.app.vumc.org/>)

For additional guidance, please contact the Office of Diversity and Inclusion at Dei@vumc.org.

LOCAL LEADERS

1. What communication will I receive about discrimination and harassment survey results?

Results tied to discrimination and harassment items will NOT be made available on the Culture Survey Dashboard. By the fall, aggregate results will be shared with all VUMC employees as determined by senior executive leaders.

2. Who has access to my team's results?

Access to team results for discrimination and harassment items are limited to a small, select group of internal DEI practitioners, HR representatives, senior executives, and entity leaders.

3. If instances of harassment and discrimination are identified, what are my next steps?

If data results indicate that your workplace unit is having challenges concerning discrimination or harassment, a collaborative approach will be taken to identify the resources and interventions needed to address specific issues within your unit.

4. What is our policy on harassment and discrimination?

Policy: Anti-Harassment, Non-Discrimination and Anti-Retaliation

<https://vanderbilt.policytech.com/dotNet/documents/?docid=30163>

5. Discussing issues of discrimination and harassment is uncomfortable for me. Where can I go to get more information to enhance my understanding?

We understand that nobody wants to have difficult conversations about sensitive topics such as discrimination and harassment. As leaders, we want to equip you with the skills you need, including tools for productive resolutions. For resources about how to lead uncomfortable conversations, and important considerations for you and the other person please visit the Office of Diversity and Inclusion website below.

For more resources, visit <https://www.vumc.org/diversity-inclusion/welcome-vumc-office-diversity-and-inclusion>