

ISMMS Human Resources

The [ISMMS Human Resources](#) office is available to any faculty, staff or trainee who has a complaint or concern regarding allegations of discrimination, harassment, retaliation, unprofessional behavior, or mistreatment of any kind, as well as those seeking advice or guidance regarding any employment matter. [School Human Resources office](#) – 212-241-4097

Sexual Misconduct Policy

<https://tinyurl.com/sexualmisconductpolicyatSinai>

The School encourages all members of the School Community who either: (1) believe that they have been the victim of Sexual Misconduct; or (2) become aware of incidents of Sexual Misconduct involving other members of the School Community, to report the conduct. Members of the School Community can report Sexual Misconduct to the Title IX Coordinator (or to numerous other individuals, including HR, Deans, Chairs, Institute Directors)

Title IX Coordinator

Sandra K. Masur, PhD, FASCB, Office: 212-241-0089, Cell: 646-245-5934

- TitleIX@mssm.edu; or sandra.masur@mssm.edu

Office of Gender Equity in Science and Medicine <https://icahn.mssm.edu/about/gender-equity/dean-message>

To raise issues of gender inequity, mistreatment, harassment and lack of professionalism

Carol R. Horowitz, MD, MPH, Dean for Gender Equity in Science and Medicine

Devin Madden, MPH, Program Manager, Tel: 212-659-9552, devin.madden@mountsinai.org

Office for Women's Careers <https://icahn.mssm.edu/about/gender-equity/womens-careers>

The Office for Women's Careers (OWC) is a branch of the Office of Gender Equity in Science and Medicine. Our purpose is to foster a gender equitable environment to assure that women faculty succeed in research and clinical careers at Mount Sinai.

Sandra K. Masur, PhD, FASCB, Director, Office for Women's Careers, OWC@mssm.edu

Office of Diversity and Inclusion <https://icahn.mssm.edu/about/diversity/dean>

The Office of Diversity and Inclusion is committed to increasing and sustaining the representation of individuals underrepresented in medicine and science; champions a diverse workforce, strives to create a multicultural environment, and fosters an inclusive setting to ensure delivery of high-level care to the diverse patient populations in New York City and beyond.

Gary C Butts, MD, Dean for Diversity

646-605-8280, diversity@mountsinai.org

<https://tinyurl.com/ODlatSinai>

Mistreatment Policy

<https://icahn.mssm.edu/education/students/handbook-policies/misconduct-policy>

To report mistreatment, unprofessional, or exemplary behavior directed at students and trainees.

[Submit Feedback: If you want to report mistreatment, unprofessional, or exemplary behavior directed at students and trainees](#)

<https://tinyurl.com/facultyhandbookatSinai>

Ombuds Office

The [Ombuds Office](#) is not a mechanism for reporting mistreatment and unprofessional behavior. Ombudspersons are available to provide neutral, confidential, and informal assistance with conflict resolution. The Ombuds Office follows best standards of practice that are necessary to promote fair and equitable outcomes. <https://icahn.mssm.edu/about/ombuds-office>

[Ombuds Office](#): 212-659-8848

Compliance

The Mount Sinai Office of Assurance and Compliance Services ensures that the Mount Sinai Health System complies with federal, state and local legal requirements, as well as industry and ethical standard. To report a compliance concern, you can call the Compliance Helpline – available 24 hours a day, 7 days a week - at 800-853-9212 or fill out the [Compliance Online Form](#). Compliance may work together with or refer certain matters to the Department of Human Resources.

PROTECTION FROM RETALIATION Retaliation against or intimidation of any individual who seeks advice, raises a concern, or reports unprofessional misconduct or mistreatment in good faith will not be tolerated. Retaliation can be reported to Human Resources or the other resources listed above.