



Non-Discrimination and Anti-Harassment Professional Standard Established by Maine Board of Emergency Medical Services

Maine Board of Emergency Medical Services and Maine Bureau of Emergency Medical Services (collectively “Maine EMS”) are committed to maintaining an environment that encourages and fosters appropriate conduct among all persons and respect for individual values. Accordingly, Maine EMS is adopting this Non-Discrimination and Anti-Harassment Professional Standard, applicable to all licensing levels, to foster a workplace and healthcare environment free from discrimination, harassment, retaliation and, or sexual assault. Discrimination or harassment based on race, gender and/or gender identity or expression, color, creed, religion, age, national origin, ethnicity, disability, veteran or military status, sex, sexual orientation, pregnancy, genetic information, marital status, citizenship status, or on any other legally prohibited basis (collectively “prohibited discrimination”) is unlawful and undermines the character and purpose of Maine EMS. Such prohibited discrimination violates standards of conduct established by the profession and will not be tolerated.

Maine EMS prohibits discrimination, harassment (including sexual/gender harassment), sexual assault and retaliation against employees, students, patients and other third parties interacting with EMS clinicians and emergency medical dispatchers (EMDs) licensed by Maine EMS. Instances of prohibited discrimination constitute professional misconduct and disciplinary sanctions will be enforced directly against individuals engaged in such misconduct, and potentially against licensed entities for misconduct committed by their employees. While this applies to all licensees regulated by Maine EMS, Maine EMS specifically expects management level personnel to serve as models of appropriate conduct for other clinicians and will hold them to a higher standard of accountability. Management personnel must not only refrain from actions that violate this standard, but also refrain from any activity that would give the appearance of impropriety or convey a casual approach to the enforcement of the standard.

Any form of retaliation against anyone who has complained of or reported discrimination, harassment (including sexual/gender harassment), or sexual assault, or has participated in an investigation of such a complaint, regardless of whether the complaint relates to the complaining person or someone else, will not be tolerated, violates both this standard and applicable law(s), and may result in discipline.

Inquiries regarding this standard may be sent via U.S. Mail to Maine EMS, Attn.: Director, 45 Commerce Drive, 152 State House Station, Augusta, Maine, 04333-0152; via phone at 207.626.3865, or via email at maine.ems@maine.gov.

To Whom This Standard Applies

This standard applies to all persons and entities licensed by Maine EMS and applies regardless of whether the offender is a direct licensee. The standard demonstrates Maine EMS’s strong commitment to prevent discrimination and harassment and reflects the requirements of the various federal, state and local laws which govern these important matters. This standard must be read and understood and integrated into

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-

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individual ambulance service employer policies and procedures, such as those on sexual misconduct, relationship violence and stalking, consensual relationships, the codes of conduct governing a licensee's behavior and ethical standards for professional behavior.

Resolution Adopted by the Maine EMS Board December 1, 2020



Joseph Kellner, Chairperson
Maine EMS Board