

**YALE UNIVERSITY  
SCHOOL OF MEDICINE POLICY**

**CODE OF CONDUCT**

Yale School of Medicine is committed to the promotion of personal and professional development of all members of its community and encourages dialogue that will foster the growth, well-being and dignity of all its members.

In pursuit of these goals, the school is dedicated to maintaining an environment which places the highest priority on collegial relationships, mutual respect, and sensitivity among students, faculty, staff and patients. An educational community functions best when there is civility and respect for the dignity and worth of each individual.

It must be ensured that our school is free from discrimination and acts of intolerance based on race, gender, sexual orientation, religion, national origin, ancestry, age or physical handicap. This commitment remains consonant with the obligation to protect open and wide-ranging public discourse.

The principle of freedom of expression that might otherwise protect even the most offensive public speech does not protect, nor does it even encompass, a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated; it is antithetical to academic values, debilitates its victims, compromises the offenders and undermines the university's fundamental commitment to individual freedom and respect for all its members. Furthermore, acts of intolerance may destroy the very atmosphere wherein freedom of expression is otherwise tolerated and cherished.