



ORLANDO COLLEGE OF OSTEOPATHIC MEDICINE

Orlando College of Osteopathic Medicine

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Dean & Chief Academic Officer

Policy Title: Organizational Culture Policy

It is the policy of OCOM to have a positive, professional, communicative, and joyous culture. All employees are expected to exhibit behaviors consistent with this culture.

It is specifically prohibited to display any toxic actions. These include, but are not limited to, the following: talking negative about co-workers or students when they are not present, sabotaging the work of another or themselves, not following through on what you say you will do, inappropriate humor, unprofessional behavior, not listening to others, not respecting the personal time of co-workers, spreading gossip, over-react to the mistakes of others, gaslighting others, only talking about yourself, insulting others, not apologizing when you owe an apology to another, holding grudges, lying, employing emotional blackmail, minimizing or invalidating the opinions of others, not respecting boundaries, always having to be right, one-upmanship, being repetitively tardy, acting on envy, constant negativity, bragging, ghosting co-workers (or students/other stakeholders), always needing to be in control, being unreliable, excluding others, and being judgmental.

This policy shall be posted at ocom.org/policies.