

Marschall S. Runge, M.D., Ph.D.
Dean, University of Michigan Medical School
Executive Vice President for Medical Affairs, U-M
CEO, Michigan Medicine

7300 Medical Science Building I
1301 Catherine Street
Ann Arbor, MI 48109-5624
734 647-9351 phone
web: evpma.med.umich.edu

January 23, 2020

We, Michigan Medicine at the University of Michigan, pledge our commitment to the Time's Up Healthcare (TUH) core statements:

- 1) Sexual harassment and gender inequity have no place in the healthcare workplace. We are committed to preventing sexual harassment and gender inequity and protecting and aiding those who are targets of harassment and discrimination;
- 2) We believe every employee should have equitable opportunity, support, and compensation.
- 3) We cannot address a problem without understanding its scope and impact. We will measure and track sexual harassment and gender-based inequities occurring in our institution.

With our signature, we commit our alignment with these outlined core principles of Time's Up Healthcare. We will continue to strengthen our structures, processes, and outcomes as we work toward the goal of a safe, respectful, and equitable workplace.

Signed:



Marschall S. Runge, M.D., Ph.D.
Dean, University of Michigan Medical School
Executive Vice President for Medical Affairs, U-M
CEO, Michigan Medicine