



Disciplinary Actions

Disciplinary actions for violating AUB Mediterraneo's policies concerning Sexual Harassment are stringent and may reach up to the termination of employment and/or tenure and expulsion from educational programs depending on the conduct severity.

Definitions

Academic appointee: Academic appointee include Research assistants, postdoctoral fellows, and any other academic appointees as described in the bylaws of the faculties/schools.

Allegation: The term "allegation" refers to an accusation made by the reporting party about a violation of this policy that he or she suspects or believes has occurred.

Anonymous Complaints: Complaints may be made anonymously using any of the reporting options outlined in Procedures for Addressing Discrimination and Discriminatory Harassment, including Sexual Harassment. To make an anonymous complaint by any method above, do not provide any personally identifiable information (such as name, email, phone numbers) when making the complaint.

Complaint: A complaint is a formal notification, either orally or in writing, lodged with the Office of Institutional Compliance and Ethics alleging a violation under this Policy.

Dating Violence: The use of physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, psychological, sexual, technological, or economic abuse directed toward a person with whom one is or has been in a social relationship of a romantic or sexually intimate nature that does not constitute domestic violence. The nature of the relationship between the Reporting Party and the Responding Party is determined by the length, type, and frequency of interaction between them, among other factors.

Domestic Violence: The use of physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, psychological, sexual, technological, or economic abuse directed toward (1) a current or former spouse or intimate partner; (2) a person with whom one shares a child; or (3) anyone who is considered as part of the Responding Party's family under the domestic or family violence laws of the US and Lebanon.

Faculty member: Faculty members include officers, faculty members in the ranks of professor, associate professor, assistant professor, professorial faculty members whose titles contain prefixes or suffixes, such as "research", "practice", "visiting" or "adjunct", emeritus professors, in addition to senior lecturers, lecturers, instructors, and any other faculty member as described in the bylaws of the faculties/schools..



Incapacitation: Incapacitation is the physical and/or mental inability to make informed, rational judgments and decisions. Someone is incapacitated if they are asleep or unconscious. Someone can also be incapacitated by alcohol or other substances, if those substances have impacted the person’s physical and/or mental ability to make informed, rational judgments and decisions. It is important to note that a person is not considered incapacitated merely because he/she has been drinking or using drugs.

Interim Measures: The term “interim measures” means reasonably available and feasible measures, accommodations, or steps the University may take to protect the safety and well-being of members of the University community, maintain the integrity of the investigative and/or resolution process, and deter retaliation.

Intimidation: The use of implied or overt threats that menace or cause reasonable fear to overcome an individual’s freedom of will to choose whether to participate in sexual activity or provide affirmative consent. Affirmative consent obtained by intimidation is not valid.

Investigation Process: The purpose of the investigation is to gather facts relating to the incident(s) outlined in the written complaint and to determine whether it is more likely than not that the alleged behavior occurred and, if so, whether it constitutes sexual harassment.

Officers: Officers include the president, vice chancellor, provost, chief business officer, and deans.

Responding Party: The term “Responding Party” refers to the person who is the alleged perpetrator as identified by the complainant.

Reporting Party: The term “Reporting Party” refers to the person who brings forward the complaint about an alleged violation of the policy.

Retaliation: The term “Retaliation” is any attempt to seek retribution against an individual or group of individuals involved in filing a complaint or report under this policy, filing an external complaint, participating in a disciplinary process, or opposing in a reasonable manner an action believed to constitute a violation of this policy.

Stalking: Repeated conduct directed at the Reporting Party (e.g., following, monitoring, observing, surveilling, threatening, communicating or interfering with property), of a sexual or romantic nature or motivation, that would cause a reasonable person to fear for their safety, or the safety of others, or to suffer substantial emotional distress.

Students: Students under this policy are all those enrolled full-time or part-time in any program at AUB Mediterraneo, and may be undergraduate, graduate, visiting, non-degree, postdoctoral fellow, and research assistant,. A student’s status as “student” ceases at the time the student graduates or otherwise separates from his or her educational program at AUB Mediterraneo.



Sexual Assault: Sexual assault includes rape, fondling, or statutory rape

Visitor: A visitor is an individual who have been granted by the Protection Office a "visitor's pass" to allow him/her to access the campus.

Appendices

Appendix I (at the end of this document): "Notice of Sexual Harassment form"



Appendix I

NOTICE OF SEXUAL HARASSMENT

AMERICAN UNIVERSITY OF BEIRUT

OFFICE OF INSTITUTIONAL COMPLIANCE AND ETHICS

To promote timely and effective review, AUB Mediterraneo encourages Reporting Parties to file this form as soon as possible, after the alleged harassing behavior or prohibited conduct. A delay in reporting may affect AUB Mediterraneo's ability to gather relevant and reliable information, contact witnesses, investigate thoroughly, and respond meaningfully. It may also affect AUB Mediterraneo's ability to take disciplinary action against a student, faculty member, staff, or other member of the AUB Mediterraneo community who engaged in prohibited conduct.

AUB Mediterraneo will deem a report timely as long as the Responding Party has not graduated or permanently left AUB Mediterraneo.

For complete information, please consult AUB Mediterraneo's Procedures for Addressing Discrimination and Discriminatory Harassment, including Sexual Harassment.

When this form is completed and signed, it should be submitted in person, via e-mail, internal mail, or mail by the reporting party to the Title IX Coordinator in the Office of Institutional Compliance and Ethics, or to a Title IX Deputy. Information describing the alleged harassment, as well as any informal efforts to resolve the problem, and copies of documentary evidence that may support the case may be provided with the form or during the intake process after the form has been submitted.

Reporting Party Information

Reporting Party's name: _____

E-mail address: _____

Telephone number: _____

(Please provide your home number or AUB Mediterraneo extension or mobile number)



University status: () Faculty () Staff () Student () Other: _____

Job title (if applicable): _____

Faculty and/or department: _____

Head of department's name: _____

Responding Party Information

Responding Party's name: _____

University status: () Faculty () Staff () Student () Other: _____

Job title: _____

(If applicable)

Faculty and/or department: _____

Head of department's name: _____

Alleged incident(s)

Alleged incident type:

Sexual Harassment

Retaliation

Type of Sexual Harassment:



Alleged incident date:

Alleged incident place:

Description of alleged incident(s):

Signature of Reporting Party

Date submitted