

# **University Policy: Title IX Sexual Harassment Policy**

**Policy Category:**

**Subject:**

**Responsible Executive:**

**Offices Responsible for Review of the Policy:**

**Supplemental Documents:**





**D. Consent.**

**Age of Consent.**

**Coerce.**

**Incapacitation.**

**E. Education Program or Activity.**

**F. Formal Complaint**

**G. Preponderance of the Evidence.**

**H. Respondent.**

**I. Supportive Measures.**





## **Ordained Clergy**

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*Faculty/Staff Confidential Resources*

## **Professional Counselors – Faculty and Staff Assistance Program**

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### **4. Reports to Title IX Coordinator.**

**Therefore, AU Community members who feel that they have been subjected to Title IX Sexual Harassment and are seeking an institutional response to Title IX Sexual Harassment should directly contact the Title IX Coordinator.**

<b>UNIVERSITY TITLE IX COORDINATOR</b>
<b>Assistant Vice President for Equity and Title IX Officer Office of Equity and Title IX 4400 Massachusetts Avenue, NW Washington, DC 20016 Phone: 202-885-8080 Email: <a href="mailto:TitleIX@american.edu">TitleIX@american.edu</a></b>

### **5. Timeframes for Reporting.**

### **6. Initial Response to a Report.**



**7. Option to File a Criminal Report.**

**c.**

**5. Administrative Leave of an Employee/Faculty Respondent.**

**3. Response to Formal Complaint.**

**4. Estimated Timeline for Resolution for Title IX Complaints.**

**D. INFORMAL RESOLUTION**

**1. Informal Resolutions Permitted Generally.**

**3. Informal Resolution Requirements.**

**a.**

**b.**

**4. Informal Resolution Voluntary.**

**3. Permissible Dismissal of Formal Complaint.**

**4. Notice and Appeal of Dismissal.**

**F. GRIEVANCE PROCESS: CONSOLIDATION OF FORMAL**

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d.

e.

f.

g.

**2. Supplemental Notice of Allegations.**

**H. GRIEVANCE PROCESS: INVESTIGATION**

**1. Equitable Opportunities**

**2. Request for Disability Accommodations.**

**3. Investigator.**

#### **4. Conflict of Interest Challenge.**

**b. Legally Recognized Privileged Records.**

**8. Equal Opportunity to Present Evidence.**

**9. Notice of Participation.**

**10. Review of Preliminary Investigative Report and Evidence.**

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4. **Access to Evidence.**

5. **Participation of the Parties and Witnesses.**



**16. General Relevancy.**

**17. Optional Submission of Questions.**

**18. Questions Related to Sexual Predisposition or Prior Sexual Behavior.**

**19. Advisor Cross-Examination.**

**e.**

**f.**

**3. Notice of Sanctioning Panel's Deliberation Date.**

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**9. Sanction Outcome Letter.**

**a.**

**b.**

**c.**

**d.**

**10. Range of Sanctions.**





**5. Appeal Review.**

**1. Training in General.**

**2. Training on Technology.**

**O. CONFIDENTIALITY & THE UNIVERSITY'S OBLIGATION TO RESPOND TO REPORTS**

**1. Confidentiality.**

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**2. Confidentiality and University's Limitations in Responding.**

**V. EFFECTIVE DATE AND REVISIONS**