

LEBANESE AMERICAN UNIVERSITY

SEXUAL HARASSMENT POLICY

Approved by the Board of Trustees on June 6 & 7, 2003
Amended by the Board of Trustees on March 9 & 10, 2006

Preamble:

The Lebanese American University, LAU, in its commitment to pursue excellence in its academic and professional endeavors believes in the intrinsic value of all human beings. Accordingly, LAU fosters an atmosphere of mutual respect among all members of its community, where each individual is judged solely on criteria related to academic or job performance. In this respect, LAU is committed to the elimination of all forms of harassment and discrimination that may be found on its campuses or on any other University controlled area or event.

Fundamental to LAU's mission is the preservation and encouragement of academic freedom. Promulgating this Policy should by no means be construed to inhibit free speech, freedom of association, or the free communication of ideas.

Definition:

Sexual Harassment is defined as any un-welcomed sexual advance(s), request for sexual favors, and any suggestive behavior of sexual nature.

The University considers all forms of sexual harassment and discrimination as serious offenses when:

- a. It is insinuating implicitly or explicitly that submission or acceptance of such a conduct is a term or a condition for employment, for advancement in a professional track or in the educational process.
- b. Such conduct is creating an intimidating hostile or offensive environment and by that, interfering with the proper performance of the job or the academic process.

Reporting and Filing Complaints:

Any LAU staff, faculty or student who believes that he/she is subject to any form of sexual harassment, should submit a complaint (verbal or written) in this regard to the General Counsel who is charged with initiating the investigation and processing the complaint as per the attached procedure.

The right to confidentiality shall be strictly adhered to at all stages, in so far as it does not interfere with LAU's legal obligation to investigate the allegations presented and to take the proper corrective action.

Resolution of a complaint:

LAU will promptly respond to all sexual harassment complaints. If the claim is substantiated and proven, LAU will institute disciplinary proceedings against the offending party, which may result in a range of sanctions up to, and including termination of University affiliation. If the complaint was found to be unsubstantiated, the University shall take no further action.

The formal University decision shall be communicated to the involved parties as approved by the President and Vice President concerned. Appeals by either party may be initiated as per the applicable LAU policies.

LAU prohibits any form of retaliation against a person reporting a sexual harassment case. The University will treat retaliation as a separate incident, subject to appropriate discipline and/or corrective action that might entail warning or even dismissal.

Any deliberate or malicious accusation of sexual harassment violates this policy and may subject the instigator of such a claim to the same sanctions noted above.

It is crucial to note here that failure to prove a claim of sexual harassment does not constitute proof of false and/or malicious accusation.

Procedure for processing a Sexual Harassment complaint:

When a sexual harassment complaint is submitted to the General Counsel (verbal or written), the General Counsel shall prepare a statement in writing signed by the complainant and submit it to the President who, immediately thereafter shall form a Committee composed of the General Counsel, the Dean(s), and the involved Vice President(s), charged with deciding whether to reject the complaint as unsubstantiated or to go on with further investigation proceeding accordingly.

The Committee reports and makes final recommendations to the President.