



AMERICAN  
UNIVERSITY  
OF BEIRUT

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## OFFICE OF COMPLIANCE

September 23, 2025

### POLICIES UPDATES - Issue # 8

Dear AUB community,

The *VP for Administration & Chief of Staff* and the *Office of Equal Opportunity & Title IX* amended the following policies & procedures:

#### **I. Sexual Harassment Policy**

Terminology throughout the policy document was updated to align with the most recently issued regulations. A clear definition of "consent", aligned with the consensual relationships policy, was added. The policy's scope was expanded to include members of the Board of Trustees, while explicitly excluding complaints involving alumni when the alleged misconduct occurred off-campus or online. Duplicate procedural content was removed to maintain a clear distinction between policy and procedure. In addition, the Amnesty Provisions were clarified to more precisely define the circumstances under which amnesty applies to individuals reporting potential violations.

The policy was approved by the Board of Deans, the Senate, the President, and the Board of Trustees; and became effective as of 08/18/2025.

#### **II. Non-Discrimination Policy**

The policy title was updated to reflect terminology commonly used in peer institutions and changes were implemented to align with the most recently issued regulations. The policy's scope was expanded to include members of the Board of Trustees, while explicitly excluding complaints involving alumni when the alleged misconduct occurred

off-campus or online. Duplicate procedural content was removed to maintain a clear distinction between policy and procedure. In addition, the Amnesty Provisions were clarified to more precisely define the circumstances under which amnesty applies to individuals reporting potential violations.

The policy was approved by the Board of Deans, the Senate, the President, and the Board of Trustees; and became effective as of 08/18/2025.

### **III. Protection of Beneficiaries and Partners of AUB-Externally Funded Projects and Research Activities from Sexual Harassment, Sexual Exploitation, and Sexual Abuse**

Terminology throughout the policy document was updated to align with the most recently issued regulations. The policy's scope was expanded to encompass all externally funded projects and research activities at AUB, with the title revised to accurately reflect this broader applicability. Training requirements and the responsibilities of mandatory reporters were further clarified. Additionally, duplicate procedural content was removed to maintain a clear distinction between policy and procedure.

The policy was approved by the Board of Deans, the Senate, the President, and the Board of Trustees; and became effective as of 04/23/2025.

### **IV. Procedures to Address Allegations of Discrimination, Discriminatory Harassment, and Sexual Harassment**

Terminology throughout the procedures document was updated to align with the most recently issued regulations. The procedures were also updated to clearly specify their applicability in cases involving violations of the consensual relationships policy. A five-day deadline was established for the Title IX Coordinator to submit parties' written responses to the Final Report to the President. Further clarifications were made regarding the delivery of the Notice of Outcome and the confirmation of its receipt.

The document was approved by the Board of Deans, the Senate, the President, and the Board of Trustees; and became effective as of 04/29/2025.

### **V. Policy and Procedures Concerning Consensual Sexual or Romantic Relationships**

Clarifications regarding the process for addressing policy violations have been introduced. The *Procedures to Address Allegations of Discrimination, Discriminatory Harassment, and Sexual Harassment* are now referenced as the primary process, replacing the Grievance Policy and Procedures for handling such violations. Additionally, the need for cooperation between Human Resources and the Provost has been emphasized to implement "alternative arrangements" following the self-disclosure of a consensual relationship.

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The policy was approved by the Board of Deans, the Senate, the President, and the Board of Trustees; and became effective as of 04/29/2025.

For more information about these amendments, please contact the Office of Equal Opportunity & Title IX.

Best regards,  
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