

The University's Discrimination and Non-Title IX Sexual Misconduct Policy [2021-2022] provides the following definition:

Harassment. Harassment is a form of discrimination that encompasses unwelcome conduct based on a person's legally protected status. Harassment is unwelcome verbal or physical conduct directed toward, or differential treatment of, an individual because of their membership or perceived membership in any protected group when the conduct is sufficiently severe or pervasive to have the effect of unreasonably interfering with an individual's educational experience, working conditions or living conditions. Harassment in violation of this Policy depends on the totality of the circumstances, including the nature, frequency, and duration of the conduct in question, the location and context in which it occurs, and the status of the individuals involved. Examples of conduct that can constitute harassment if based on an individual's legally protected category includes but is not limited to:

- Epithets, slurs, jokes or negative stereotypes;
- Written, printed or graphic material that contains offensive, denigrating or demeaning comments or pictures;
- Displaying offensive, denigrating or demeaning posters, emails, text messages or cell phone pictures; and
- Conduct, whether verbal, physical, written or electronic that threatens, intimidates, offends, belittles, denigrates, or shows an aversion toward an individual or group because of their legal protected status.

See the [Discrimination and Non-Title IX Sexual Misconduct Policy](#) [2021-2022] for information about the investigation process.

The Equity & Title IX Office is responsible for the implementation of the Discrimination and Non-Title IX Sexual Misconduct Policy and Title IX Sexual Harassment Policy. If, in the course of the investigation, the Office of Equity and Title IX determines that there are additional allegations that should be investigated, the parties will be informed of those additional allegations. Information gathered during the investigation that falls outside of the office's jurisdiction and that may be a violation of another University policy, will be referred to the appropriate office.

Retaliation

American University strictly prohibits retaliation against a member of the AU Community for filing a complaint of discrimination or assisting in the filing of a complaint or participating in the resolution of a complaint. Allegations of retaliation will be investigated as possible violations of the Discrimination and Non-Title IX Sexual Misconduct Policy.

Investigator & Contact Information

Caitlin G. Myron, Equity and Title IX Investigator, has been assigned to investigate this matter and can be reached at cgmyron@american.edu.

Leslie T. Annexstein, AVP of Equity and Title IX Coordinator, is available to answer questions regarding the Office of Equity and Title IX and the investigative process and can be reached at annexstein@american.edu.

Rights & Responsibilities

- The respondent will be considered not responsible for the allegations until found responsible based on a **preponderance of the evidence**
- It is your responsibility to schedule and attend an investigatory interview with the assigned investigator. **Failure to respond** to an investigator's requests for interview may result in an investigation moving forward without your participation.
- If you need an **accommodation** related to a disability in order to fully participate in this process, please notify the AVP of Equity & Title IX Coordinator as soon as possible, equityoffice@american.edu.
- You have the right to be accompanied by an **advisor** of your choosing for any meeting with the University related to this investigation and outcome. The role of the advisor is limited to consultation. Advisors may be present at all meetings but may not act or speak on your behalf or contact the other party to the investigation.
- All parties are entitled to supportive measures to ensure the safety and non-retaliation for all parties, as well as measures designed to ensure the ability of the parties to continue their participation in the University's programs or activities.