



THE AMERICAN UNIVERSITY OF ROME

DISCRIMINATION/HARASSMENT COMPLAINT FORM

AUR complies with Title IX of the Education Amendments of 1972, protecting people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that:
No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

The Title IX Coordinator at AUR is Maurizia Garzia, President's Chief of Staff. She can be found on the top floor of the Administration building. Her email is m.garzia@aur.edu, tel. 06 58330919, extension 329. She is responsible for coordinating the University's prevention of and response to sexual harassment and violence, and addressing any inquiries concerning the application of Title IX at AUR.

Responsible Employees support the Title IX Coordinator in providing information on Title IX or receiving reports of incidents of sexual misconduct. Like the Title IX Coordinator, Responsible Employees are available to guide students in responding to sexual discrimination, harassment or violence.

The designated Responsible Employees at AUR are:

- Stefano Stoppaccioli, Dean of Students (s.stoppaccioli@aur.edu)
- Chiara Lino, Student Life Coordinator (c.lino@aur.edu)
- Kathy Bemis, Student Life Coordinator (k.bemis@aur.edu)
- Edgar Barrales, Student Life Coordinator (e.barrales@aur.edu)

Responsible Employees will carefully explain their duty to report the names of the alleged perpetrator and victim involved in the alleged sexual violence to the Title IX Coordinator. They will also inform the complainant of his or her option to request that the school maintain his or her confidentiality, which the Title IX Coordinator will honor, in conformity with Italian Privacy Law.

DISCRIMINATION

The strength of AUR is its international perspective and cross-cultural content. The University encourages diversity among the student population, the faculty and other employees. Respect for, and sensitivity to, all members of the community is a prerequisite for a harmonious and productive campus. AUR does not discriminate in any of its programs, procedures, or practices against any person on the basis of age, citizenship, color, national origin, political affiliation, race, religion, gender or sexual orientation.

HARASSMENT

AUR is a small university that aims to provide a warm and supportive environment for all students, employees and others. Harassment, also known as bullying or mobbing, undermines this objective and is not acceptable behavior. It is a destructive force in any environment and has no place in an academic institution that promotes and respects the dignity and worth of every individual. It is also illegal under Italian as well as European law. Harassment is defined as words or gestures that intimidate, alarm or abuse another person and cause that person emotional and/or psychological stress. Such actions may include, but are not limited to:

- Humiliation, ridicule or belittlement
- Intimidation of either a verbal, written or visual nature including inappropriate use of social media, email or any other form of virtual communication
- Spreading of malicious rumors
- Excessive supervision or total lack of support
- Interfering in the person's ability to perform his/her work

The American University of Rome encourages all students and employees to be sensitive to different cultures, lifestyles, and viewpoints. Mean-spirited words, such as racial epithets, sexual innuendo, and gratuitous references to lifestyle, or actions demeaning to human beings are unacceptable. All members of The American University of Rome community need to be aware of their right to work and study in an environment free from the pressures of harassment and intimidation.

SEXUAL HARASSMENT

The American University of Rome is committed to maintaining a supportive learning and working environment in which all persons are treated with respect and dignity. Sexual harassment subverts the mission of the University and compromises the campus environment. It is unacceptable and unlawful conduct and will not be tolerated. The University also will not tolerate retaliation

against persons who complain about alleged sexual harassment or who cooperate in an investigation of reported sexual harassment. Members of the University community (students, faculty and staff) shall not engage in sexual harassment. This policy applies in all university-related settings and is not limited to the campus. This policy also prohibits the harassment of non-employees by a University student, faculty or staff while on the campus or in such University-related settings. Members of the university community who do so are subject to disciplinary action, up to and including termination for employees and expulsion for students. In addition, the University will not tolerate students, faculty or staff being harassed by non-employees while in university-related settings.

Definition of Sexual Harassment

Sexual harassment is unlawful discrimination under applicable law. Prohibited conduct may involve harassment of women by men, harassment of men by women, and harassment between persons of the same sex. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or participation in a university-sponsored education program or activity;
- submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such an individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, hostile, or offensive working or educational environment.

Examples of Sexual Harassment

The following are some examples of conduct which, if unwelcome, may constitute sexual harassment depending upon the totality of the circumstances, including the severity of the conduct and its pervasiveness. This list is intended to illustrate unacceptable behaviors and should not be considered comprehensive or exclusive:

- Unwanted physical contact such as hugging, patting, pinching, or constant brushing against a person's body
- Lewd remarks, lewd whistles, or lewd references to one's own or another person's anatomy
- Stalking, physical assault, or coerced sexual activity
- Obscene or offensive gestures
- Display of graphic materials or web sites with sexually suggestive material
- Subtle or overt pressure for sexual favors
- Persistent and offensive sexual jokes and comments
- Persistent and unwanted requests for dates
- Sexually explicit or sexually suggestive mail, email and voice mail

ENFORCEMENT

Steps to follow if being subjected to harassment:

Students may **initiate a discrimination/harassment complaint** directly by submitting [this form](#) to the Title IX Coordinator, any of the designated Responsible Employees, or – for confidential support – to the AUR Counselor, Doctor Maria Cabot.

The President is responsible for overseeing the implementation of the policy amongst all students, faculty and staff.

The President of the University, or a designee of the President, will assign two or more full-time members of the AUR staff to form an investigative committee.

The panel is responsible for reviewing all complaints and for making efforts to resolve those complaints informally; if possible. When informal resolution is not possible, the panel shall fully investigate the complaint and shall report to the President the results of the investigation.

Following receipt of the report from the panel on the investigation of a sexual harassment complaint, the President shall promptly take such action as he or she deems necessary and proper to correct the effects of or to prevent further harm to an affected party or others similarly situated. The complainant and the accused should be apprised of action taken as a result of the complaint.

Confidentiality

To the extent permitted by the Italian privacy law, the confidentiality of all persons involved in a sexual harassment investigation or complaint will be observed, except insofar as information needs to be disclosed so that the University may effectively and adequately investigate the matter or take appropriate corrective measures. It is understood that when a sexual harassment incident is reported to any University employee, that person has a duty to convey the information to the appropriate University authority for action.

Retaliation

Persons who complain about sexual harassment, or who cooperate in the university's investigation and handling of a sexual harassment report or complaint, shall not be subject to retaliation for complaining or cooperating, whether or not the University finds that there was sexual harassment.

False Complaints

Students who knowingly file a false complaint of sexual harassment, or who knowingly provide false information to or intentionally mislead University officials who are investigating a complaint of alleged sexual harassment, will be subject to disciplinary action, up to expulsion.

