HARASSMENT POLICY

American National University is committed to maintaining an academic and work environment that is free from unlawful harassment of any kind. Unlawful harassment is prohibited by this policy and by federal and state law.

Harassment includes any unwelcome verbal, written, visual, or physical conduct based on a protected characteristic that creates an intimidating, hostile, or offensive environment; unreasonably interferes with an individual's academic or work performance; or adversely affects a person's educational or employment opportunities. Protected characteristics include, but are not limited to: race, color, creed, religion, national origin, ancestry, sex, gender identity or expression, sexual orientation, age, disability, marital status, military or veteran status, or any other category protected by applicable law.

SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination prohibited under Title IX of the Education Amendments of 1972. It includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made explicitly or implicitly a condition of an individual's education or employment;
- Submission to or rejection of such conduct is used as the basis for academic or employment decisions; or
- Such conduct is severe, pervasive, and objectively offensive so as to interfere with a person's academic participation or work performance.

This policy prohibits behavior such as, but not limited to:

1. Unwanted sexual advances;
2. Offering employment benefits in exchange for sexual favors;
3. Making or threatening reprisals after a negative response to sexual advances;
4. Verbal sexual advances or propositions;
5. Displaying sexually suggestive objects, pictures, cartoons, or posters (includes by electronic means);
6. Sexually offensive comments, graphic verbal commentary about an individual's body or dress, sexually explicit jokes and innuendos, and other sexually oriented statements;
7. Stalking;
8. Physical conduct, such as touching, assault, or impeding or blocking movements; or
9. Dating violence, domestic violence, and abusive sexual contact.

REPORTING

Any student, faculty, or staff member who experiences or observes harassment must report it immediately to the Dean/Program Chair (for academic-related concerns), the Chief Academic Officer, or the Title IX Coordinator (for allegations of sexual harassment or discrimination). Reports may be submitted confidentially by email to titleIXCoordinator@an.edu.

Individuals desiring to confidentially report an offense should go to the Anonymous Reporting of Crime website: https://an.edu/about-us/consumer-disclosure/crime-tip/.

CONFIDENTIALITY AND PROTECTION FROM RETALIATION

Any attempt by a member of the University community to penalize, intimidate, or retaliate in any way against a person who makes a report of or who is otherwise involved in an investigation of discrimination or harassment is prohibited. Any person who believes that he or she has been the victim of retaliation for reporting discrimination or harassment or cooperating in an investigation should immediately contact the Title IX Coordinator. Any person who retaliates against a person in response to a report or cooperation in an investigation will be in violation of policy and will be subject to the appropriate discipline process.

INVESTIGATION AND RESOLUTION

Reports of sexual or gender-based misconduct will be investigated promptly and impartially by trained personnel. Findings will be based on a *preponderance of the evidence* standard (i.e., more likely than not). Both the complainant and respondent will be notified in writing of the outcome and any right to appeal.

INTERIM MEASURES AND SANCTIONS

As appropriate, the University may implement interim measures during an investigation, including no-contact orders, changes in class schedules, or other actions to protect the safety and well-being of the parties involved. Requests for reversal of these interim measures will not be considered until the investigation has concluded. Students or employees found responsible for violations are subject to disciplinary action, up to and including dismissal or termination.

SUPPORT AND RESOURCES

The University's primary concern is the safety and well-being of its community. Individuals impacted by sexual harassment or violence are encouraged to seek confidential counseling, advocacy, and support services. Questions regarding Title IX may be referred to the University's Title IX Coordinator or to the U.S. Department of Education Office for Civil Rights at 32 Old Slip, 26th Floor, New York, NY 10005. They may be contacted via email (ocr.newyork@ed.gov) or phone (646.428.3800) or through their website (http://www.ed.gov/ocr).