

Policy subject: Harassment Policy	Anti-	Policy number: 38/A.A/2018	Date of last revision: 1/1/2022
Implementing body: Administrative Affairs		Implementing start date: 1/9/2018	Policy reference: Administrative Affairs

Policy overview:

The "Anti-Harassment Policy" outlines Palestine Ahliya University's commitment to providing a safe, respectful, and harassment-free environment for all members of the university community. This policy prohibits all forms of harassment, including but not limited to sexual harassment, bullying, discrimination, and intimidation, and establishes procedures for reporting, investigating, and addressing incidents of harassment.

Objectives:

The objectives of this policy are to:

1. Ensure that all individuals, including students, faculty, staff, contractors, and visitors, are treated with dignity, respect, and fairness.
2. Prevent harassment and create a culture of mutual respect, inclusivity, and tolerance within Palestine Ahliya University.
3. Provide support and resources to individuals who experience harassment and empower them to report incidents without fear of retaliation.
4. Hold perpetrators of harassment accountable for their actions through fair and impartial investigation and disciplinary measures.
5. Educate the university community about the definition of harassment, its impact, and the importance of maintaining a harassment-free environment.

scope:

This policy applies to all members of Palestine Ahliya University's community, including students, faculty, staff, administrators, contractors, volunteers, and visitors. It covers all university activities, programs, events, and interactions, whether on campus or off-campus, in person or online.

Policy statements:

1. **Prohibition of Harassment:** Palestine Ahliya University prohibits all forms of harassment, including but not limited to sexual harassment, bullying, discrimination, verbal abuse, physical intimidation, and any conduct that creates a hostile or offensive environment.
2. **Definition of Harassment:** Harassment is defined as unwelcome conduct, whether verbal, physical, or visual, that is based on a protected characteristic such as race, ethnicity, nationality, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law.
3. **Reporting Procedures:** Individuals who experience or witness harassment are encouraged to report incidents promptly to a designated university official, such as the Title IX Coordinator, Human Resources, or a trusted supervisor. Reports may be made verbally or in writing, and confidentiality will be respected to the extent possible.
4. **Investigation and Resolution:** Palestine Ahliya University will promptly and impartially investigate all reports of harassment, taking appropriate action to address the behavior and prevent its recurrence. Investigations will be conducted in accordance with university policies and procedures, ensuring fairness, transparency, and respect for the rights of all parties involved.
5. **Support Services:** The university will provide support services, counseling, and resources to individuals who experience harassment, including access to confidential counseling services, academic accommodations, and referrals to external support agencies as needed.
6. **Non-Retaliation:** Retaliation against individuals who report harassment or participate in an investigation is strictly prohibited and will be subject to disciplinary action. The university will take measures to protect individuals from retaliation and ensure their safety and well-being.

7. Training and Awareness: Palestine Ahliya University will provide regular training and educational programs on harassment prevention, diversity awareness, bystander intervention, and the university's anti-harassment policies and procedures for all members of the university community.

Procedures:

1. Reporting Process: Establish clear procedures for reporting incidents of harassment, including information on whom to report to, how to make a report, and the steps involved in the investigation and resolution process.
2. Investigation Protocol: Define the protocol for conducting investigations into reports of harassment, including the roles and responsibilities of investigators, the collection of evidence, interviews with parties involved, and the determination of findings and disciplinary actions.
3. Confidentiality Protocols: Ensure that confidentiality is maintained to the extent possible throughout the reporting, investigation, and resolution process, while balancing the need for transparency and accountability.
4. Disciplinary Measures: Outline the range of disciplinary measures that may be imposed on individuals found to have engaged in harassment, including warnings, probation, suspension, termination of employment or enrollment, and legal action if warranted.
5. Appeals Process: Provide a mechanism for individuals to appeal the outcome of an investigation or disciplinary decision if they believe it was reached unfairly or in error, ensuring a fair and impartial review by an appropriate authority.
6. By adhering to this "Anti-Harassment Policy" and implementing the outlined procedures, Palestine Ahliya University aims to create a safe, respectful, and inclusive environment where all members of the university community can work, study, and thrive free from harassment and discrimination.