Dear Faculty and Managerial Staff,

AUB is committed to providing a safe, respectful, and inclusive environment for education and employment, and in the provision of healthcare services. Please review and be cognizant of the University’s policies and procedures addressing discrimination and harassment. These policies protect and apply to all members of the University community including students, faculty, and staff of AUB and AUBMC.

In addition to these policies and procedures, the University as a participant in U.S. federal funding programs is subject to Title IX of the Education Amendments of 1972. Title IX is U.S. civil rights legislation that prohibits sex-based and gender-based discrimination in all programs and activities. Sexual harassment, whether verbal, physical, written, or other, is a form of prohibited discrimination.

Academic and administrative unit heads, and employees in supervisory roles, have a special responsibility to respond to complaints of discrimination and harassment, even if an individual does not wish to file a formal complaint.

- If you learn of sexual or other discriminatory harassment, you are asked to promptly contact AUB’s Title IX Coordinator, Trudi Hodges, in College Hall, Room 538, ext. 2514.

- If the incident involves violence, physical or otherwise, it should also be immediately reported to the Office of Protection at ext. 2400.

- If an individual is requesting to report anonymously, contact the Title IX Coordinator to understand the extent to which the privacy of personal information may be maintained.

Please ensure that this message is shared with all employees in your faculty or unit who have supervisory responsibilities.
Additional information, including contact details for resources on campus, is available [here](#). Counselors and health care providers are confidential resources, and as such are not mandated to report when the information is obtained in the course of a confidential communication. However, the University expects all non-personally identifiable information to be reported to the Title IX Coordinator for assessment and planning purposes.

The Human Resources Department - Campus is developing, in coordination with the Title IX officer, discrimination/harassment sensitivity training sessions to be initiated this month as a preliminary step in mandatory training for all employees.

I ask for your active participation in ensuring a safe and nondiscriminatory learning and working environment, one that is reflective of AUB values, and consistent with our educational, service to the community, and healthcare missions.

Fadlo R. Khuri, MD
President