

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

**The American University in Cairo**  
**Drafting and Implementing Relevant Policies**

**This Action Applies to Rubric Item(s):** Response 10, 13, 15; Remediation 17

**Description of Work:**

In line with the recommendation to improve policies in the 2018 NASEM consensus study report, The American University in Cairo published its [Anti-Harassment and Non-Discrimination Policy](#) and a revised [University Code of Ethical Conduct](#) in July 2020. As a US non-profit entity with campuses in Egypt, AUC must take care that its policies adhere to both US and local law. Both documents were drafted and edited with the participation of various community stakeholders.

The new Anti-Harassment and Non-Discrimination Policy defines discrimination, sexual harassment, sexual assault, and retaliation, as well as provides clarifying examples of behavior that is in violation of this policy. It further outlines how and to whom AUC community members may report suspected violations of the policy, including anonymous reporting, whether or not the alleged conduct occurred on- or off-campus. The new Code of Ethical Conduct refers to the Anti-Harassment and Non-Discrimination Policy and includes a statement on retaliation as detailed in the University's Reporting Illegal or Unethical Behavior Policy.

In keeping with the NASEM study, the Anti-Harassment and Non-Discrimination Policy outlines the anonymous and confidential reporting mechanisms available at AUC, including the system-based Advocate for student reports. The University is currently developing the AUC Ethics HelpLine, which will serve as another confidential resource for reports.

For transparency, the policy lists the complaint resolution process with a detailed timeline, including investigation standards, potential interim actions, sanctions, and remedial actions. A statement of rights for complainants and respondents is also listed, including but not limited to the right to be treated with respect by University officials, to experience a safe educational and work environment, to be free from retaliation, and to have complaints heard in substantial accordance with the procedures outlined in the policy.

In line with the [AUC Speak Up](#) initiative, policies are used as the base of the University's quarterly anti-harassment training for staff, faculty, and students. Additionally, the University recently established the Office of Institutional Integrity, which will house the Title IX Coordinator and other staff who will support the University's efforts to create a safe environment for the AUC community. To ensure that the policy continues to be relevant and

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consistent, the Office of Institutional Integrity will gather feedback from training to revise the policy for clarity and accessibility, when necessary.

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