

**Year 2 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**

American University in Cairo

Anti-Sexual Harassment Education and SpeakUp initiative

Relevant rubric area(s):

Audience-specific anti-sexual harassment education

Description of Work:

Background

Throughout the years of 2019 and 2020, the American University in Cairo prioritized to centralize the university efforts to provide anti-sexual harassment education programs to the whole AUC Community. Continuing to the work reported in Year 1 (["Training of Faculty, Staff, and Students"](#)), the University has advanced these efforts and capitalized on best practices to support the University-wide initiative to ensure a safe campus and an environment free from all forms of harassment and discrimination that fully embodies AUC shared values of respect, diversity and equity.

Anti-Sexual Harassment Education programs/training

Although the University began providing training in late 2019 and early 2020 to promote a campus-wide awareness about the University's anti-harassment and non-discrimination policy and relevant resources available for this topic including reporting channels, these efforts were further centralized and prioritized with the General Counsel and Chief Compliance Officer efforts and the creation of the Office of Institutional Equity in July 2020. In addition to the role of the office to respond to complaints under the Anti-harassment and Non-Discrimination policy, the office is also responsible to oversee a strategic and campus-wide anti-sexual harassment education program/training to the entire AUC community. *Consistent with NASEM 2018 report recommendation, training to be tailored to different members in the community whenever applicable.*

Stage 1: Since the work reported in Year 1, the University continued to offer audience-tailored training via Zoom due to the constraints of COVID-19. The online live training included different constituents including:

1. University Cabinet members and Senior Administrative Leadership

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2. Senior Academic Leadership and Provost Council
3. Student Leadership
4. New student, faculty and staff orientation programs

Stage 2: Between November 2020 and January 2021, the University focused on creating an online training to be available in English on [Moodle](#) in the Spring 2021 semester. With the support of the Center for Learning and Teaching at the American University in Cairo, the training was piloted, tested and announced to different constituents according to the below roll-out plan:

1. January 27, 2021 to all faculty (including adjunct faculty)
2. February 14, 2021 to all enrolled graduate students
3. March 2, 2021 to all enrolled undergraduate students
4. March 14, 2021 to all staff (English speakers only)

The Office of Institutional Equity (OIE) was responsible to oversee the training implementation and make further enhancements/adjustments as needed in the future.

Stage 3: As the anti-harassment & non-discrimination policy was translated to Arabic, the OIE developed the training in Arabic to conduct face-to-face (f2f) campus training to the Arabic-speaking community at AUC. The first training was conducted on July 13, 2021 and six training in total has been completed so far.

Next steps: The OIE continues to oversee the education program/training on campus. During August and September, new staff, faculty and students will complete the online training. OIE will continue to provide Arabic training to the rest of the Arabic-speaking community at AUC. Additionally, and towards the end of the academic year the university plans to prepare another set of discussions to address new topics that can support the university goal on effective prevention programs.

AUC SpeakUp initiative

AUCSpeakUp is a University-wide initiative to reinforce AUC's legacy of equity, inclusiveness and a safe campus.

Dialog series:

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In addition to the education programs/training offered, the university also continues to provide education beyond the AUC community as well as Egypt's public community through a [dialogues-series](#) as part of the [AUC Speak Up](#) initiative in July 2020.

"As the leading University in Egypt, AUC is keen to play a role in raising awareness about sexual harassment as an important social issue and support national and global efforts, in particular as they relate to college campuses. As part of its AUC SpeakUp initiative, the University is proud to partner with other institutions and prominent influencers to create dialog series designed to raise awareness and advance this critical conversation. AUC will continue to reinforce its legacy of equity, anti-harassment, and non-discrimination policy and having a safe campus environment."

The dialog series began in November 2020 and lasted until June 2021. The discussions included a variety of topics. These topics were recommended by the initiative advisory board that consists of prominent leaders and professionals, alumni, trustees, faculty as well as students. The topics covered were:

1. How Can We Combat Harassment and Why Should We Care? - November 19, 2020
2. From the Playground to the Living Room: How Are We Socialized Around Gender Norms? - December 14, 2020
3. Portrayals of Gender in Media and Film - January 18, 2021
4. How Do We Make Public Spaces Safe for Women? - February 8, 2021
5. How to Stay Safe in Cyberspace? - March 1, 2021
6. MySafeUni Day - April 5, 2021
7. Safe, Inclusive and Diverse Workplaces - May 24, 2021
8. Legal Framework and Violence Against Women - June 14, 2021

Next steps:

The University continued to develop strategies that align with its commitment to provide a safe campus for all. To build on this momentum and broaden the scope, the University invited the community to participate in the [Safe Campus Culture Working Group](#).

The Safe Campus Culture Working Group is responsible for providing recommendations on how AUC can ensure an enduring and sustained commitment to a campus culture that provides a safe space for learning, teaching and working for all members of the community. The emphasis should be on permanent ways to shape and ingrain these shared values into our institutional

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culture. The working group must seek and aggregate input from members of the AUC community — through a range of mechanisms and conversations — in developing the recommendations and plan of action.

Website for further information: <https://www.aucegypt.edu/institutional-equity>

<https://www.aucegypt.edu/speakup>

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