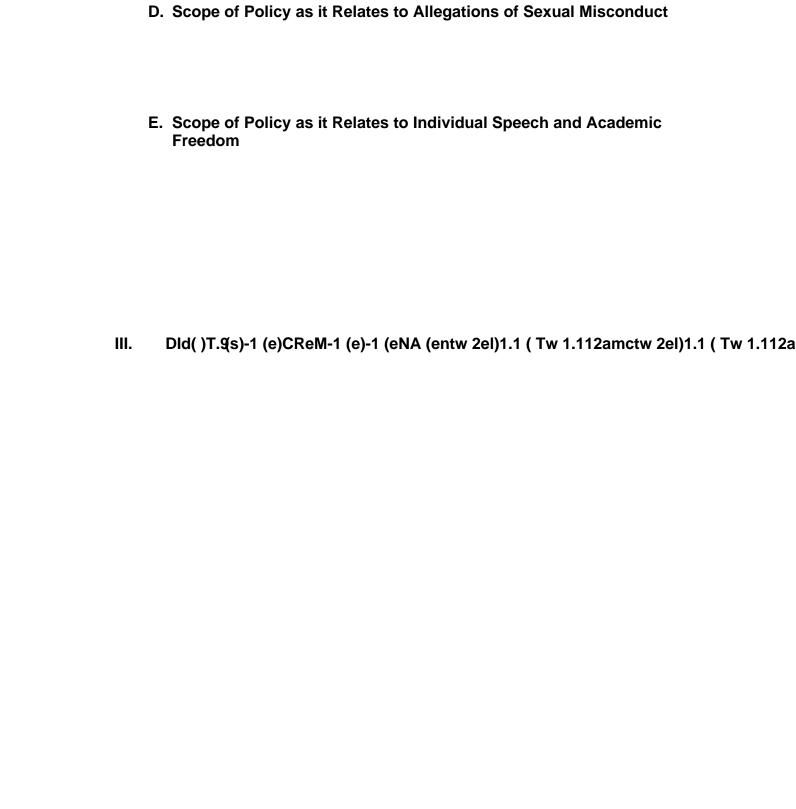


ANTI-DISCRIMINATION, HARASSMENT (INCLUDING SEXUAL MISCONDUCT/TITLE IX) AND RETALIATION POLICY

Discrimination, harassment (including sexual misconduct), and retaliation of any type will not be
tolerated at Adelphi University. Upon notice, the University will act to: end the discrimination, harassment or retaliation; prevent its recurrence; and remedy the effects of the alleged conduct

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	MISCONDUCT/TITLE IX) AND/OR RETALIATION	

A. Required Reporting and Cooperation in the Process

1. "Responsible Employees"

•

2. Confidential Research Exception
Sexual Assault, What every Adelphi student needs to know Sexual Assault, What every Adelphi employee needs to know Domestic Violence, Dating Violence and Stalking, What every Adelphi student needs to know Domestic Violence, Dating Violence and Stalking, What every Adelphi employee needs to know
3. Reports Involving Minors
B. Confidentiality and Privacy in the Reporting Process

C. The Reporting Process

	E. Other Proceedings
	F. Timing of Report and Investigation
	G. Additional Rights for Reporting Individuals and Complainants in Sexual Misconduct Cases
VI.	SUPPORTIVE MEASURES, EMERGENCY REMOVALS, AND NO CONTACT ORDERS ³ A. Supportive Measures

C. Promptness, Notice and Timeframes

D. Advisor of Choice

Ε.	Formal Complaints
F.	Dismissal and Consolidation of Formal Complaints

1. Mandatory Dismissals

must

Code of Conduct

2. Discretionary Dismissals

may

I. The Hearing

1.	Determinat Remedies	ions Regardi	ng Responsi	bility, Discip	linary Sanct	ions and
2.	Written No	tice of Detern	nination			

3. Employee Respondent Disciplinary Considerations	
4. Disciplinary Sanctions and Remedies	

M. Appeals

C. Appeals Process

	Code of
Conduct:	

	. Standard of Proof for Resolution Processes
U	. Standard of Proof for Resolution Processes
IX.	DESIGNATION OF AUTHORITY
X.	THE ANTI-DISCRIMINATION, HARASSMENT (INCLUDING SEXUAL MISCONDUCT), AND RETALIATION PANEL ("ANTI-DISCRIMINATION PANEL")

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XII. POLICY REVIEW

XIII. RECORDKEEPING

XVI. APPENDICES

A. Students' Bill of Rights⁴

The following can also be accessed at: http://hr.adelphi.edu/title-ix/student-bill-of-rights.

Bystander

Coercion

Complainant

Domestic Violence

Final Determination

Force

Preponderance of the Evidence
Privacy
Prohibited Conduct
Remedies

Respondent

Retaliation

Sex

Sexual Activity

Sexual Act

Rape - Completed [SRS Definition]:
Rape (except statutory rape) [NIBRS Definition – to be used only when the SRS is retired] ⁷ :
Sodomy:
Southing.
Sexual Assault with an Object:
Fondling:

Sexual Misconduct
Stalking

Incest:

Sexual Exploitation

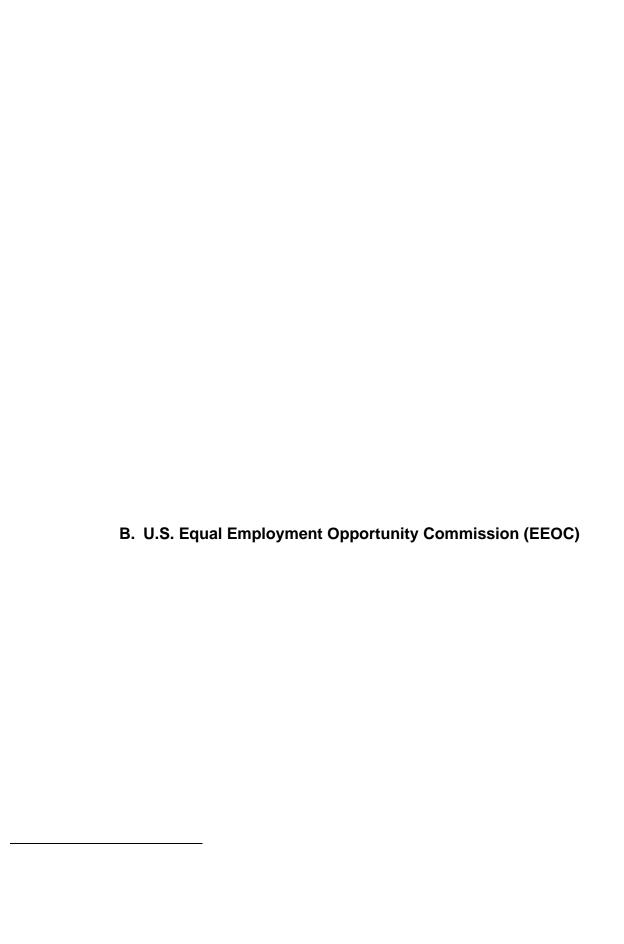
Statutory Rape:

Supportive Measures

Title IX Coordinator

Title IX Retaliation

Sexual Harassment



C. Local Protections and the Local Police Department
Retaliation

