



**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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IV. PROHIBITED RELATIONSHIPS AS SEXUAL HARASSMENT

V. REPORTING DISCRIMINATION, HARASSMENT (INCLUDING SEXUAL 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 ORDERS³

A. Supportive Measures

C. Promptness, Notice and Timeframes

D. Advisor of Choice

E. Formal Complaints

F. Dismissal and Consolidation of Formal Complaints

1. Mandatory Dismissals

must

Code of Conduct

2. Discretionary Dismissals

may

I. The Hearing

1. Determinations Regarding Responsibility, Disciplinary Sanctions and Remedies

2. Written Notice of Determination

3. Employee Respondent Disciplinary Considerations

4. Disciplinary Sanctions and Remedies

M. Appeals

C. Appeals Process

Conduct:

Code of

D. Standard of Proof for Resolution Processes

IX. DESIGNATION OF AUTHORITY

X. THE ANTI-DISCRIMINATION, HARASSMENT (INCLUDING SEXUAL MISCONDUCT), AND RETALIATION PANEL (“ANTI-DISCRIMINATION PANEL”)

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:

Sexual Assault with an Object:

Fondling:

Incest:

Statutory Rape:

Sexual Exploitation

Sexual Misconduct

Stalking

Supportive Measures

Title IX Coordinator

Title IX Retaliation

Sexual Harassment

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B. U.S. Equal Employment Opportunity Commission (EEOC)

C. Local Protections and the Local Police Department

Retaliation

Code of Conduct,

