

Classification: Student Affairs

Approving Authority: President

Responsible Authority: Vice President of Student Affairs

Implementing Authority: Office of Student Affairs

Effective Date: 2026

Review Date: 2028

Students Non-Discrimination, Harassment, and Equal Opportunity Policy

1.0 Purpose

- 1.1 The American University of Iraq – Baghdad (AUIB) is committed to fostering a diverse, inclusive, and respectful academic community where all individuals are treated with dignity and fairness.
- 1.2 This policy establishes the University’s commitment to prevent discrimination, harassment, and retaliation in all academic, administrative, and extracurricular activities.
- 1.3 The University affirms that diversity, equity, and mutual respect strengthen the academic environment and contribute to innovation, learning, and global engagement.

2.0 Scope

- 2.1 This policy applies to:
 - All enrolled students
 - Applicants for admission
 - University-sponsored programs and activities
 - On-campus and off-campus university events
 - Online learning environments.
- 2.2 The policy applies to interactions involving:
 - Students
 - Faculty
 - Staff
 - Contractors
 - Visitors.

3.0 Definitions

- 3.1 **Discrimination**
Unfair or unequal treatment of an individual based on protected characteristics such as race, color, nationality, ethnicity, religion, sex, gender, disability, or age.
- 3.2 **Harassment**
Unwelcome verbal, physical, or visual conduct creates a hostile, intimidating, or offensive environment.
- 3.3 **Sexual Harassment**
Unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature that interferes with a student’s educational environment or participation in university activities.
- 3.4 **Retaliation**
Any adverse action taken against a person for reporting discrimination, harassment, or participating in an investigation.



4.0 Policy

4.1 Equal Opportunity

AUIB prohibits discrimination in:

- admissions
- academic programs
- student services
- extracurricular activities
- employment opportunities
- university programs and facilities.

All decisions related to university participation shall be made without discrimination.

4.2 Harassment Prohibition

The University prohibits harassment in any form, including:

- sexual harassment
- verbal harassment
- physical intimidation
- online harassment or cyberbullying
- discriminatory insults or behavior.

Harassment that interferes with a student's learning environment or safety is strictly prohibited.

4.3 Sexual Harassment

Sexual harassment may include but is not limited to:

- unwelcome touching
- persistent sexual comments or gestures
- displaying sexually explicit material
- repeated unwelcome invitations or propositions
- coercion or sexual pressure.

Such behavior undermines academic integrity and will not be tolerated.

4.4 Retaliation

The University prohibits retaliation against individuals who:

- report discrimination or harassment
- participate in investigations
- provide information in good faith.

Retaliation is considered a serious violation of University policy.

4.5 Confidentiality

The University will make every reasonable effort to protect the confidentiality of individuals involved in complaints or investigations.

Information will be shared only with individuals who need to know in order to investigate and resolve the matter.

4.6 Reporting

Students who believe they have experienced discrimination or harassment may report incidents through:

- The Office of Student Affairs
- The Wellness Center (confidential support)
- Campus Security in emergency situations.

Anonymous reporting mechanisms may also be available.

4.7 Investigation

Complaints submitted under this policy will be reviewed and investigated in accordance with the AUIB Student Discipline Procedures and relevant university policies.

Investigations will be conducted:

- promptly
- fairly
- impartially



- with respect for due process.

4.8 Sanctions

If a violation of this policy is confirmed, disciplinary action may include:

- warnings
- educational interventions
- disciplinary probation
- suspension
- expulsion.

Sanctions will be determined in accordance with the University's disciplinary procedures.

4.9 Support Services

Students affected by discrimination or harassment may receive support through:

- counseling services
- academic accommodations
- safety planning
- referrals to external services if necessary.

Related Policies

Student Conduct and Community Standards Policy

Student Discipline Procedures

Student Accessibility and Disability Support Policy