

Fact Sheet: AJU Policies and Procedures on Prohibited Conduct

Purpose:

The purpose of this fact sheet is to summarize these AJU Policies and Procedures –

- [Prohibition of Sex Discrimination](#)
- [Prohibition of Unlawful Discrimination, Harassment, and Retaliation](#)

Summary of Policies and Procedures:

	Policy & Procedures on Prohibition of Sex Discrimination	Policy & Procedures on Prohibition of Unlawful Discrimination, Harassment, and Retaliation
Prohibited Conduct Addressed:	<ul style="list-style-type: none"> • Discriminatory Harassment • Sexual Harassment • Sexual Assault • Dating Violence • Domestic Violence • Stalking • Sexual Violence • Sexual Battery • Sexual Exploitation • Harm/Endangerment • Sex or Gender-Based Harassment • Sex or Gender-Based Discrimination • Intimidation • Sex or Gender-Based Hazing • Sex or Gender-Based Bullying • Violation of No-Contact Directive or Supportive Measures 	<ul style="list-style-type: none"> • Discrimination based on any protected status listed below • Harassment based on any protected status listed below • Retaliation against a person who participates in a process related to this policy

	<ul style="list-style-type: none"> • Consensual relationships where there is a power imbalance • Retaliation against a person who participates in a process related to this policy • Attempts of conduct that, if successful, would result in the above-named conduct 	
Protected Status Addressed:	<ul style="list-style-type: none"> • Familial Status • Gender (Gender Expression & Gender Identity) • Marital Status • Parental Status • Pregnancy or Related Conditions • Sex (Sex Stereotype) • Sexual Orientation • Status as a Victim of Sexual Assault, Domestic Violence, or Stalking 	<ul style="list-style-type: none"> • Age • Disability (Physical or Mental) • Genetic Information • Medical Condition • National Origin • Race • Religion • Veteran Status
Complies with:	<ul style="list-style-type: none"> • Title IX of the Education Amendments of 1972 (34 C.F.R. 106.); • Title VII of the Civil Rights Act of 1964; • The Fair Housing Act (Title VIII of the Civil Rights Act of 1968) • The California Equity in Higher Education Act; • The Jeanne Clery Campus Safety Act (as amended by the Violence Against Women 	<ul style="list-style-type: none"> • Title VI and VII of the Civil Rights Act of 1964; • Title II of the Americans with Disabilities Act of 1990; • Section 504 of the Rehabilitation Act of 1973; • The Age Discrimination Act of 1975; • The Jeanne Clery Campus Safety Act of 1990; • California Fair

	<p>Reauthorization Act of 2013; and</p> <ul style="list-style-type: none"> • Other applicable state and federal laws 	<p>Employment and Housing Act; and</p> <ul style="list-style-type: none"> • Other applicable state and federal laws
Who Is Covered:	<p>All University community members including-</p> <ul style="list-style-type: none"> • Students • Faculty • Staff • Contractors • Volunteers • Visitors • Alumni • All individuals participating in or attempting to participate in the University's programs and activities 	<p>All University community members including-</p> <ul style="list-style-type: none"> • Students • Faculty • Staff • Contractors • Volunteers • Visitors • Alumni • All individuals participating in or attempting to participate in the University's programs and activities
What Programs & Activities are Covered:	<ul style="list-style-type: none"> • Education Program or Activity- locations, events, or circumstances over which AJU exercised substantial control over both the person(s) alleged to have violated this policy and the context in which the alleged conduct occurred, including AJU employees' work environment. • Conduct that occurs in any building owned or controlled by a student organization that is officially recognized by AJU. 	<ul style="list-style-type: none"> • AJU programs and activities both on and off-campus, including programs that occur outside of the United States. • Conduct where there is a connection to the University and the University has a substantial interest. • May include online and electronic communications/ conduct.

	<ul style="list-style-type: none"> • May include off-campus or online and electronic communications/ conduct. • Title IX: conduct must have occurred against a person in the US, 	
Who is Required to Report:	All AJU employees (including student employees), other than those deemed Confidential Employees	All AJU employees (including student employees), other than those deemed Confidential Employees
Who is Not Required to Report:	<p>Employees who have been officially identified by AJU to act as Confidential Employees**</p> <p><i>** If an employee has not been informed by AJU that they are a Confidential Employee, then they are required to report.</i></p>	<p>Employees who have been officially identified by AJU to act as Confidential Employees**</p> <p><i>** If an employee has not been informed by AJU that they are a Confidential Employee, then they are required to report.</i></p>
How to Report:	<p>Contact AJU’s Title IX Coordinator-</p> <p>Meng “May” Zhang Title IX Coordinator 15600 Mulholland Drive Los Angeles, CA 90077 Phone: 310-440-1571 Email: titleix@aju.edu</p> <p>Or</p> <p>Complete a Reporting Form</p>	<p>Contact AJU’s Director of Equity, Compliance, and Title IX-</p> <p>Meng “May” Zhang Director of Equity, Compliance, and Title IX 15600 Mulholland Drive Los Angeles, CA 90077 Phone: 310-440-1571 Email: may.zhang@aju.edu</p> <p>Or</p> <p>Complete a Reporting Form</p>
Other Relevant Published Documents:	AJU Brochure- Education and Resources on Title IX & VAWA	

Responsible Administrative Office:	AJU Office of Equity, Compliance, and Title IX	AJU Office of Equity, Compliance, and Title IX
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August 2024

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January 2025