



American  
Jewish  
University

## Policy on Prohibition of Sex Discrimination

August 2024  
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**AMERICAN JEWISH UNIVERSITY**  
**POLICY ON PROHIBITION OF SEX DISCRIMINATION**

**Contents**

1.	Notice of Nondiscrimination .....	4
2.	Introduction.....	5
3.	Title IX Coordinator Contact Information .....	5
4.	Scope of Policy and Jurisdiction.....	6
5.	Policy Implementation.....	6
6.	Prohibited Conduct.....	6
7.	Prohibited Conduct That Occurs Online.....	12
8.	Policy Definitions.....	13
9.	Academic Freedom and Freedom of Speech.....	22
10.	Reporting to the Title IX Coordinator.....	23
11.	Seeking Assistance from Confidential Employees.....	23
12.	Reporting to Responsible Employees.....	25
13.	Anonymous Reporting.....	26
14.	Clery Act Mandated Reporting by Campus Security Authorities.....	26
15.	Reporting to Law Enforcement.....	27
16.	External Reporting.....	27
17.	Time Limits on Reporting. ....	28
18.	False Reporting.....	28
19.	Standard of Proof.....	28
20.	Confidentiality/Privacy/Privilege.....	29
21.	Preserving Evidence.....	29

22. Amnesty for Complainants and Witnesses..... 30

APPENDIX A: PROHIBITED CONDUCT DEFINITIONS.....31

APPENDIX B: RESOURCES.....42

## **1. Notice of Nondiscrimination**

The Policy on Prohibition of Sex Discrimination (“Policy”) prohibits all forms of discrimination or harassment on the basis of sex, actual or perceived, including sex stereotypes, sex characteristics, pregnancy, childbirth, breastfeeding and related medical conditions, parental, marital, or familial status, gender, gender identity, gender expression, sexual orientation, and status as a victim of sexual assault, domestic violence, or stalking. This Policy prohibits sex-based discrimination, sex-based harassment which includes- sexual harassment, sexual assault, dating violence, domestic violence, and stalking, and sexual exploitation. It also prohibits certain consensual sexual and/or romantic relationships between Employees and Students, and between Employees where there is a power differential or imbalance. This Policy also prohibits retaliation against a person who reports, complains about, or who otherwise participates in good faith in any matter related to this Policy. All the foregoing conduct will be referred to as “Prohibited Conduct.”

American Jewish University (“AJU” or “University”) does not discriminate on the basis of sex, actual or perceived, in any of its Education Program or Activity, including educational, extracurricular, athletic, or other programs or in the context of employment, as required by Title IX and its implemented regulations. Sex Discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any Education Program or Activity receiving Federal financial assistance.

American Jewish University similarly complies with Title VII of the Civil Rights Act of 1964, the Clery Act, the California Fair Employment and Housing Act, relevant sections of the California Education Code, and other applicable statutes. This Policy prohibits sex-based discrimination against the University’s community members of any sex, sexual orientation, gender identity, or gender expression in the context of education or employment. This Policy also prohibits sex-based harassment that does not involve conduct of a sexual nature. In addition, this Policy also applies to University and California state law-defined prohibitions of sexual exploitation and consensual sexual and/or romantic relationship where there is a power imbalance. The University complies with both federal and state laws, and will comply with Title IX if any state or local law or mandate is in conflict with Title IX.

The University also prohibits other forms of discrimination and harassment, including on the basis of race, color, religion, national origin, language, ancestry, age, physical or mental disability, medical condition, genetic information/characteristic, veteran status, or any other characteristic protected by federal, state, or local law. Such prohibited conduct

is addressed by the University's [Policy on Prohibition of Unlawful Discrimination, Harassment, and Retaliation](#).

## **2. Introduction**

This Policy provides information about what constitutes Prohibited Conduct under the law and University Policy. The University has also adopted accompanying Procedures that provide for the timely, equitable, and effective resolution of Complaints alleging violation(s) of this Policy made by Students, Employees, or other individuals who are participating in or attempting to participate in its Education Program or Activity, or by the Title IX Coordinator. Please see the accompanying [Procedures on Prohibition of Sex Discrimination](#) ("Procedures").

This Policy and the accompanying Procedures are under the authority of University's Title IX Coordinator. The Title IX Coordinator may delegate specific duties to one or more designees. This Policy and accompanying Procedures will be published and accessible via the University's website.

This Policy is effective August 1, 2024, and is not retroactive. The University may revise this Policy and the accompanying Procedures from time to time. Allegations of Prohibited Conduct will be reviewed using Policy definitions in place at the time of the alleged incident(s). The definitions of Prohibited Conduct in this Policy should be used for alleged misconduct that occurs on or after August 1, 2024. For alleged misconduct that occurred before August 1, 2024, please refer to the AJU Sexual Misconduct Policy & Procedures (Revised August 9, 2022).

## **3. Title IX Coordinator's Contact Information**

Title IX of the Education Amendments of 1972 (Title IX) is a federal law that prohibits discrimination on the basis of sex and gender in the University's Education Programs and Activities.

The University's Title IX Coordinator is responsible for monitoring compliance with Title IX; providing education and training; tracking and reporting annually on all incidents in violation of this Policy; overseeing Supportive Measures; and coordinating the University's Investigation, response, and resolution of all Reports under this Policy. Inquiries or concerns about Title IX may be referred to the University's Title IX Coordinator.

The Title IX Coordinator's contact information is listed below:

**Meng "May" Zhang**  
**Title IX Coordinator**  
**15600 Mulholland Drive**  
**Los Angeles, CA 90077**  
**Phone: 310-440-1571**  
**Email: [titleix@aju.edu](mailto:titleix@aju.edu)**

#### **4. Scope of Policy and Jurisdiction**

This Policy applies to all University community members including students, faculty, staff, contractors, volunteers, visitors, alumni, and any individuals regularly or temporarily employed, studying, living, visiting, conducting business with or on behalf of the University, or having any official capacity with the University or on University property. This includes all individuals participating in or attempting to participate in the University's program activities, including education, employment, and admissions.

Behavior explicitly prohibited by this Policy is that which is alleged to have occurred within an Education Program or Activity of the University. For purposes of this Policy, "Education Program or Activity" means all operations of the University, including locations, events, or circumstances over which the University has disciplinary authority over both the person(s) alleged to have violated the Policy and the context in which the alleged Sex Discrimination occurred.

This Policy also applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU.

This Policy may also apply to the effects of off-campus or online misconduct that limit or deny a person's access to the University's Education Program or Activity. The University may extend jurisdiction to off-campus and/or to online conduct when the conduct affects a substantial University interest or contributes to a hostile environment within the University's Education Program or Activity.

A substantial University interest includes:

- A. Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law.
- B. Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any Student, Employee, or other individual.
- C. Any situation that significantly impinges upon the rights, property, or achievements of others, significantly breaches the peace, and/or causes social disorder.
- D. Any situation that substantially interferes with the University's educational interests or mission.

All vendors serving the University through third-party contracts are subject to the policies and procedures of their employers and/or to this Policy and the accompanying Procedures to which their employer has agreed to be bound via their contracts.

#### **5. Policy Implementation**

This Policy is established in compliance with:

- A. Title IX of the Education Amendments of 1972, Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance (34

C.F.R. 106.);

- B. The California Equity in Higher Education Act;
- C. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act (as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA));
- D. Other applicable state and federal laws which prohibit Sex-Based Discrimination, Sexual Harassment, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation.

## 6. **Prohibited Conduct**

*This Policy is effective August 1, 2024, and is not retroactive. The definitions of Prohibited Conduct and capitalized terms below should be used for alleged misconduct that occurs on or after August 1, 2024. The definitions for alleged misconduct that occurred before August 1, 2024, can be found in the [AJU Sexual Misconduct Policy & Procedures \(Revised August 9, 2022\)](#).*

*The definitions of Prohibited Conduct are not intended to be identical to legal requirements. In certain cases, conduct may be determined to violate this Policy even though it does not necessarily violate federal or state law.*

The following Prohibited Conduct definitions apply for purposes of the definition of **Title IX Sex Discrimination**:

### **Sex-Based Discrimination**

Sex-Based Discrimination is conduct that causes harm to a Complainant based on their sex within the University's Education Program or Activity which results in the denial or limitation of services, benefits, or opportunities provided by the University. Under this Policy, the definition of Sex-Based Discrimination includes:

- A. **Sex-Based Disparate Treatment Discrimination**: Disparate Treatment Discrimination occurs when the Complainant is: 1) treated less favorably; 2) than other similarly situated individuals under similar circumstances; 3) because of the Complainant's actual or perceived sex; and 4) not for a legitimate, nondiscriminatory reason. Insignificant or trivial actions or conduct not reasonably likely to do more than anger or upset a Complainant do not constitute "Sex-Based Disparate Treatment Discrimination."
  - Under this Policy, discrimination in employment includes any adverse employment action or conduct that is reasonably likely to impair the Employee's job performance or prospects for advancement or promotion.
- B. **Sex-Based Disparate Impact Discrimination**: Disparate Impact Discrimination occurs when a policy or practice that is neutral on its face has a disproportionate, adverse effect on individuals of a particular sex.

**Sex-Based Harassment**, under current Title IX regulations include Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking. They are defined as follows:

### **Quid Pro Quo Sexual Harassment**

Conduct on the basis of sex by which an Employee of the University conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.

### **Hostile Environment Sexual Harassment**

Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the University's Education Program or Activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- The degree to which the conduct affected the Complainant's ability to access the University's Education Program or Activity;
- The type, frequency, and duration of the conduct;
- The Parties' ages, roles within the University's Education Program or Activity, previous interactions, and other factors about each Party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other occurrences of sexual harassment in the University's Education Program or Activity.

### **Sexual Assault**

Sexual Assault is any sexual act directed against another person, without the Affirmative Consent of the Complainant, including instances where the Complainant is incapable of giving Affirmative Consent. Sexual Assault can occur either forcibly and/or non-forcibly.

Sexual act includes, but is not limited to, touching or attempted touching of another person's breasts, buttocks, inner thighs, groin, anus, or genitalia, either directly or indirectly, or sexual penetration (however slight) of another person's oral, anal or genital opening.

Sexual Assault includes **Rape, Fondling, Incest, or Statutory Rape**, defined as follows:

- **Rape** is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral-genital contact of another person without Affirmative Consent of the Complainant.



- **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, without affirmative consent of the Complainant, including instances where the Complainant is incapable of giving Affirmative Consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Incest** is non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by California law.
- **Statutory Rape** is non-forcible sexual intercourse with a person who is under the statutory Age of consent in California- age of 18 years.

California law requires the University to describe how it will respond to instances of stranger and non-stranger Sexual Assault. AJU applies the same policies and sanctions for both stranger and non-stranger Sexual Assault. For the purposes of this Policy, a non-stranger is someone known to the Complainant, including via a casual meeting or via a longstanding dating or domestic relationship. A stranger is someone unknown to the Complainant at the time of the Sexual Assault.

### **Domestic Violence**

Violence committed:

- By a current or former spouse or intimate partner of the Complainant;
- By a person with whom the Complainant shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
- By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

### **Dating Violence**

Violence committed by a person:

- A. Who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and
- B. The existence of such a relationship shall be determined based on a consideration of the following factors:
  - 1) The length of the relationship;
  - 2) The type of relationship; and
  - 3) The frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat

of such abuse.

- Dating violence does not include acts covered under the definition of domestic violence.

### **Stalking**

Conduct on the basis of sex that constitutes a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

### **Retaliation**

Intimidation, threats, Coercion, discrimination, or adverse employment or education actions against any person for the purpose of interfering with any right or privilege secured by Title IX, Title VII or California sexual harassment laws. Such actions may also be exerted because the person has:

- 1) opposed conduct which was reasonably and in good faith believes to be in violation of this Policy;
- 2) reported information;
- 3) made a Complaint;
- 4) testified, assisted or participated or refused to participate in any manner in an Investigation, proceeding or hearing under this Policy (regardless of whether the Complaint was substantiated);
- 5) assisted someone else in reporting or opposing a violation of this Policy; or
- 6) assisted someone else in reporting or opposing retaliation under this Policy.

Retaliation may be undertaken by a Student, faculty or an Employee or other person authorized by the University to provide aid, benefit or service under the University's Education Program or Activity.

Retaliation includes Peer Retaliation, which means Retaliation by a Student against another Student.

Retaliation may occur even when there is not a power differential between the individuals involved.

Retaliation under this definition does not include exercise of rights protected under the

First Amendment.

Retaliation under this definition includes conduct that would discourage a reasonable person from reporting or participating in a process outlined in this Policy.

Actions made in good faith and lawfully pursued to address a Complaint are not considered **Retaliation**. These actions may include, but are not limited to, providing Supportive Measures, gathering evidence, disciplining Students or Employees who have been found responsible for a violation of this Policy.

The following Prohibited Conduct definitions apply for purposes of the definition of **Sex Discrimination** based on other federal and state laws, and University bylaws.

### **Title VII Sexual Harassment**

Unwelcome verbal, written, graphic, and/or physical conduct based on sex/gender, that is severe or pervasive and objectively offensive that it interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.

### **California Sexual Harassment**

Unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature made by person(s) from within the work or educational setting under any of the following conditions:

- Submission to the conduct is explicitly or implicitly made a term or condition of an individual's employment, academic status or progress, or
- Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions affecting the individual, or
- The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile or offensive work or educational environment, or
- Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs or activities available at or through the educational institution.

### **Sexual Exploitation**

Any of the following conduct:

- The prostituting or trafficking of another person. Trafficking is defined as the inducement of a person to perform a commercial sex act, or labor of services, through Force, fraud, or Coercion.
- The recording of images, including video or photograph, or audio of another person's sexual activity or intimate parts, without that person's Consent.
- The distribution of images, including video or photographs, or audio of another person's sexual activity or intimate parts, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not Consent to the disclosure. This includes misappropriation of another

person's identity on apps, websites, or other venues used for dating or sexual connections, and the distribution of digitally altered or artificial-intelligence-generated images, video, and audio.

- The viewing of another person's sexual activity or private body parts, in a place where that other person would have a reasonable expectation of Privacy, without that person's Consent, for the purpose of arousing or gratifying sexual desire.
- Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression.
- Knowingly transmitting human immunodeficiency virus (HIV) or a sexually transmitted disease or infection to an unknowing person or to a person who has not consented to the risk.
- Inducing Incapacitation of another person (through alcohol, drugs, or any other means) with the intent of compromising that person's ability to give Affirmative Consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity, without regard to whether sexual activity actually takes place.

### **Prohibited Consensual Relationships Where There is a Power Imbalance**

Consensual Relationships between an Employee and any Student are expressly prohibited by this Policy.

A Consensual Relationship, for the purpose of this Policy, means a sexual or romantic relationship between two individuals who voluntarily enter into such a relationship.

This Policy also prohibits Consensual Relationships between an Employee and any Employee over whom they exercise, direct or otherwise, administrative, supervisory, evaluative, or counseling authority.

No person in a management or supervisory position shall be engaged in a Consensual Relationship with an Employee whom they directly supervise or whose terms or conditions of employment they may influence (examples of terms or conditions of employment include promotion, termination, discipline, and compensation). To the extent possible, a supervisor or manager who has had a previous Consensual Relationship with a subordinate or Employee whose terms and conditions they may influence will not be involved in decisions relating to that individual's promotions, raises, termination or other terms and conditions of employment.

## **7. Prohibited Conduct That Occurs Online**

This Policy applies to online displays of any of the Prohibited Conduct identified above, when that conduct occurs in or has an impact on the University's Education Programs and Activities, or when it involves the use of University networks, technology, or equipment. Impact includes causing substantial disruption to AJU's Education Programs or Activities, or infringement on the rights of others.

When online communications that could constitute a Prohibited Conduct is reported to the University, AJU will take measures to address and mitigate the impact even if the University may not control websites, social media, and other platforms through which the alleged communications are made. The University may use the resolution process to address off-campus or online conduct whose impact contributed to the limit or denial of a person's access to AJU's Education Program or Activity.

Supportive measures for Complainants will be provided whenever possible regardless of whether the online or electronic communication is subject to this Policy and/or protected by free speech laws.

## **8. Policy Definitions**

**Advisor:** An individual chosen by a Party to advise them on the Complaint resolution process. The advisor can assist Parties with navigating and understanding the Complaint resolution process, including providing support during the process and attending any meeting or interview that is associated with the process.

**Affirmative Consent:** An affirmative, conscious, and voluntary agreement to engage in sexual activity. Affirmative consent is required for any sexual activity to occur between two or more individuals. It is the responsibility of each person involved in the sexual activity to ensure that the person has the affirmative consent of the other(s) to engage in the sexual activity.

It will not be a valid excuse to allege lack of affirmative consent that the Respondent believed that the complainant consented to the sexual activity under either of the following circumstances: (a) The Respondent's belief in affirmative consent arose from the intoxication or recklessness of the Respondent, or (b) the Respondent did not take reasonable steps, in the circumstances known to the Respondent at the time, to ascertain whether the complainant affirmatively consented.

The following are essential elements of affirmative consent:

- **Informed and reciprocal:** All Parties must demonstrate a clear and mutual understanding of the nature and scope of the act to which they are consenting and a willingness to do the same thing, at the same time, in the same way.
- **Freely and actively given:** Consent cannot be obtained through the use of Force, Coercion, threats, Intimidation or pressuring, or by taking advantage of the Incapacitation of another individual.
- **Mutually understandable:** Communication consists of mutually understandable words and/or actions that indicate a mutually unambiguous willingness to engage in sexual activity. Consent may not be inferred from silence, passivity, lack of resistance, or lack of active response. An individual who does not physically resist or verbally refuse sexual activity is not necessarily giving consent. Relying solely

upon non-verbal communication can lead to a false conclusion as to whether consent was sought or given.

- Not indefinite: Affirmative consent must be ongoing throughout the activity. Consent may be withdrawn by any party at any time. Recognizing the dynamic nature of sexual activity, individuals choosing to engage in sexual activity must evaluate consenting to an ongoing manner and communicate clearly throughout all stages of sexual activity. Withdrawal of consent can be a verbally expressed “no” or “stop” or can be based on an outward demonstration that conveys that an individual is hesitant, confused, uncertain, or is no longer a mutual participant. Once consent is withdrawn, the sexual activity must cease immediately, and all Parties must obtain mutually expressed or clearly stated consent before continuing further sexual activity.
- Not unlimited: Consent to one form of sexual contact does not constitute consent to all forms of sexual contact, nor does consent to sexual activity with one person constitute consent to activity with any other person. Each participant in a sexual encounter must consent to each form of sexual contact with each participant. Even in the context of a current or previous intimate relationship, each party must consent to each instance of sexual contact each time. The consent must be based on mutually understandable communication that clearly indicates a willingness to engage in sexual activity. The mere fact that there has been prior intimacy or sexual activity does not, by itself, imply consent to future acts.

In evaluating whether consent has been freely sought and given, the University will consider all relevant facts and circumstances, including, but not limited to, the ages of the Parties; the presence of any Force, threat of Force, Intimidation, or Coercion; whether the Complainant had the capacity to give consent; and, whether the communication (through words and/or actions) between the Parties would be interpreted by a reasonable person (under similar circumstances and with similar identities) as a willingness to engage in a particular sexual act.

**Age:** The State of California considers sexual intercourse with a minor (a person under the age of 18) to be unlawful. A person who engages in unlawful sexual intercourse with a minor does so without affirmative consent as defined by this Policy.

**Coercion:** The improper use of pressure to compel another individual to initiate or continue sexual activity against that individual’s will. Consent obtained through Coercion is not valid.

Coercion can include a wide range of behaviors, including Intimidation, manipulation, threats, and blackmail. A person’s words or conduct are sufficient to constitute Coercion if they wrongfully impair another individual’s freedom of will and ability to choose whether or not to engage in sexual activity. Examples of Coercion include threatening to “out”

someone based on sexual orientation, gender identity, or gender expression and threatening to harm oneself if the other Party does not engage in the sexual activity. When someone indicates, verbally or physically, that they do not want to engage in a particular sexual activity, that they want to stop a particular activity, or that they do not want to go past a certain point of sexual interaction, continued activity or pressure to continue beyond that point can be coercive.

The University will evaluate the following in determining whether Coercion was used:

- A. the frequency of the application of pressure,
- B. the intensity of the pressure,
- C. the degree of isolation of the person being pressured, and
- D. the duration of the pressure.

**Complainant:** 1) A Student or Employee who is alleged to have been subjected to conduct that could constitute Sex Discrimination under Title IX or other applicable federal and state laws or this Policy; or 2) A person other than a Student or Employee who is alleged to have been subjected to conduct that could constitute Sex Discrimination under Title IX and who was participating or attempting to participate in an University Education Program or Activity at the time of the alleged Sex Discrimination. (In certain cases, a person with the legal right to act on behalf of a Complainant or the Title IX Coordinator could make a Complaint, but they do not become the Complainant.)

**Complaint:** An oral or written report to the Title IX Coordinator that objectively can be understood as a request for the University to investigate and make a determination about alleged Sex Discrimination under Title IX or other applicable federal and state laws or this Policy. The Title IX Coordinator will respond to the Complaint in accordance with the Procedures accompanying this Policy. A Complaint provides notice to the University that the Complainant would like to initiate an Investigation or other appropriate resolution procedures.

**Confidentiality:** Legally protected information that is exchanged or developed between an individual and those who provide services related to medical and clinical care, mental health care, counselors and ordained clergy. The law creates a Privilege between certain health care providers, attorneys, clergy, and their patients, clients, parishioners, congregants and/or members of a congregation, and spouses.

**Confidential Employee:** 1) An Employee whose communications are privileged or confidential under federal or state law. The Employee's confidential status, for purposes of this definition, is only with respect to information received while the Employee is functioning within the scope of their duties to which Privilege or Confidentiality applies; or 2) An Employee whom the University has designated as confidential under this Policy for the purpose of providing services to persons related to Sex Discrimination. If the Employee also has a duty not associated with providing those services, the Employee's confidential

status only applies with respect to information received about Sex Discrimination in connection with providing those services; or 3) An Employee who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about Sex Discrimination. The Employee's confidential status only applies with respect to information received while conducting the study.

**Consolidation:** The joining or combining the Complaint resolution process for Complaints against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against another Party, when the allegations arise out of the same facts or circumstances. The Consolidation process is subject to the Family Educational Rights and Privacy Act (FERPA) and other applicable privacy laws.

**Decision-Maker:** The person who reviews Investigation Reports and evidence, determines relevance, makes the Final Determination of whether Policy has been violated, and then issues a decision and Sanctions where applicable. A Decision-Maker may be the same person as the Title IX Coordinator and/or Investigator.

**Education Program or Activity:** Locations, events, or circumstances over which the University has disciplinary authority over both the person(s) alleged to have violated the policy and the context in which the alleged Sex Discrimination occurred.

**Employee:** A person employed by the University. This term includes full-time, part-time, permanent, tenured, probationary, temporary, intermittent, casual, and per-diem positions. This term does not include volunteers or other External Parties. Employee also includes individuals who were employed by AJU at the time the Complaint was filed and have since left the employ of AJU.

**External Party:** A person other than an Employee or a Student. Examples include members of the University's Board of Directors, unpaid interns, volunteers, applicants for employment, independent contractors, vendors, and their employees, and visitors.

**Familial Status:** The configuration of one's family or one's role in a family. Familial Status is a Protected Status.

**Final Determination:** A conclusion arrived at using the Preponderance of the Evidence standard of proof to determine whether the alleged conduct occurred and, if so, whether the conduct violated this Policy.

**Finding:** A conclusion by the standard of proof that the conduct did or did not occur as alleged.

**Force:** The use or threat of physical violence to overcome an individual's freedom of will to choose whether or not to participate in sexual activity or provide Affirmative Consent. Affirmative Consent obtained by Force is not valid. For the use of Force to be demonstrated, there is no requirement that a Complainant resist the sexual advance or request. However, evidence of resistance by the Complainant will be viewed as a clear



demonstration of a lack of Affirmative Consent.

**Formal Resolution:** The process carried out by the University to determine if a Policy Violation occurred, and which includes initial assessment, Investigation, Decision-Maker questioning meeting(s), and appeal (if any).

**Gender:** Includes the social and cultural attributes, roles, behaviors, and identities associated with individuals based on their perceived or assigned sex. Important aspects of Gender include Gender Expression and Gender Identity. Gender and the following bolded terms are Protected Statuses.

**Gender Expression:** External characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns, and social interactions. Social or cultural norms can vary widely and some characteristics that may be accepted as masculine, feminine, or neutral in one culture may not be assessed similarly in another.

**Gender Identity:** A person's innate, deeply felt psychological identification of Gender, which may or may not correspond to the person's sex assigned at birth (the sex originally listed on a person's birth certificate).

**Nonbinary:** A Gender Identity which falls outside of the Gender binary, meaning an individual does not identify as strictly male or female. A nonbinary person can identify as both or neither male and female, or sometimes one or the other. There are several other terms used to describe Gender Identities outside of the male and female binary such as genderqueer, gender non-conforming, agender, and bigender. Though these terms have slightly different meanings, they refer to an experience of Gender outside of the binary.

**Transgender** (sometimes shortened to Trans or TG) people are those whose Gender Identity differs from the sex they were assigned at birth. A Transgender person may or may not medically transition and may identify as male, female, nonbinary, or another Gender.

**Incapacitation:** A state where an individual cannot make an informed and rational decision to engage in sexual activity because of a lack of conscious understanding of the fact, nature, or extent of the act (e.g., to understand the who, what, when, where, why, or how of the sexual interaction) and/or is physically helpless. For example, an individual is incapacitated, and therefore, unable to give consent, if the individual is asleep, unconscious, or otherwise unaware that sexual activity is occurring. An individual will also be considered incapacitated if the person cannot understand the nature of the activity or communicate due to mental or physical condition.

Incapacitation may result from the use of alcohol, drugs, or other medication. Consumption of alcohol or other drugs alone is insufficient to establish Incapacitation. The impact of alcohol and drugs varies from person to person, and evaluating Incapacitation requires an assessment of how the consumption of alcohol and/or drugs impacts an individual's: (1)

decision-making ability; (2) awareness of consequences; (3) ability to make informed judgments; or (4) capacity to appreciate the nature and the quality of the act.

It will not be a valid excuse that the Respondent believed that the Complainant affirmatively consented to the sexual activity if the Respondent knew or reasonably should have known that the Complainant was unable to consent to the sexual activity under any of the following circumstances: (a) the Complainant was asleep or unconscious; (b) the Complainant was incapacitated due to the influence of drugs, alcohol, or medication, so that the Complainant could not understand the fact, nature, or extent of the sexual activity; (c) the Complainant was unable to communicate due to a mental or physical condition.

Whether the Respondent reasonably should have known that the Complainant was incapacitated will be evaluated using an objectively reasonable person standard. The fact that the Respondent was actually unaware of the Complainant's incapacity is irrelevant to this analysis, particularly where the Respondent's failure to appreciate the Complainant's Incapacitation resulted from the Respondent's failure to take reasonable steps to determine the Complainant's Incapacitation or where the Respondent's own Incapacitation (from alcohol or drugs) caused the Respondent to misjudge the Complainant's incapacity.

It is the responsibility of each Party to be aware of the intoxication level of the other Party before engaging in sexual activity. In general, sexual activity while under the influence of alcohol or other drugs poses a risk to all Parties. If there is any doubt as to the level or extent of the other individual's intoxication, it is safest to forgo or cease any sexual contact or activity. Being intoxicated by drugs or alcohol is no defense to any violation of this Policy and does not diminish one's responsibility to obtain consent.

**Informal Resolution:** A resolution agreed to by the Parties and approved by the Title IX Coordinator to resolve an alleged violation of this Policy. The filing of a formal Complaint is not required in order to initiate an Informal Resolution. In the event that a formal Complaint has been filed, Informal Resolution must occur prior to a Final Determination in the resolution Process. An Informal Resolution cannot be offered when the Complaint includes allegations of Sex Discrimination of an elementary or secondary Student by an Employee; or when such a process would conflict with federal, state, or local law.

**Informal Resolution Facilitator (Facilitator):** A person assigned to facilitate Informal Resolution between the Parties. The Facilitator may be the Title IX Coordinator, an Investigator not yet involved in Investigation of a Complaint, or another University staff member specially trained to serve in the role. The University may contract persons external to the University to serve in the Facilitator role where appropriate.

**Intimidation:** The use of implied threats to overcome an individual's freedom of will to choose whether or not to participate in sexual activity or provide Affirmative Consent. Affirmative Consent obtained by Intimidation is not valid.

**Investigation:** the phase of the Formal Resolution process when Investigator gathers Relevant evidence and speaks to the Parties and Witnesses who are identified by the Parties.

**Investigation Report:** The Report prepared by the Investigator(s) that provides a written summary of: (1) The Policy Violations under consideration; (2) Party and Witness Statements; and (3) The Documentary Evidence. The Investigation Report also includes attachments of the Party and Witness statements and copies or links to Relevant evidence.

**Investigator:** The person authorized by the University with investigating a Complaint. An Investigator interviews the Parties and relevant Witnesses, reviews documents and physical evidence, analyzes information, makes credibility determinations in cases where the Investigator also serves as the Decision-Maker, and prepares reports summarizing their Findings and conclusions. The Investigator may be the Title IX Coordinator or their designee including an external professional. An Investigator shall not have any conflicts of interest in the matter under Investigation.

**Knowledge:** When the University receives Notice of conduct that reasonably may constitute Prohibited Conduct under this Policy.

**Marital Status:** An individual's state of marriage, non-marriage, divorce or dissolution, separation, widowhood, annulment, or other marital state, including domestic partnership. Marital Status is a Protected Status.

**Minor:** A person younger than 18 years old.

**Notice:** When an Employee, Student, or External Party informs the Title IX Coordinator of the alleged occurrence of Prohibited Conduct under this Policy.

**Notice of Investigation (Also known as- Notice of Allegations):** A formal written communication informing Parties of the allegations of Prohibited Conduct under this Policy.

**Notice of Investigation Outcome:** A formal written communication informing the Parties of the Final Determination.

**Parental Status:** A person who, with respect to another person under 18, is a parent, stepparent or legal custodian or guardian (or is legally seeking such status). Parental Status is a Protected Status.

**Party:** A Complainant or Respondent.

**Peer Retaliation:** Retaliation by a Student against another Student.

**Policy Violation:** A Finding by a Preponderance of the Evidence that a person engaged in a Prohibited Conduct that is in violation of this Policy.

**Pregnancy or Related Conditions:** Pregnancy, childbirth, termination of pregnancy, or

lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions. Pregnancy is a Protected Status.

**Preponderance of the Evidence:** A standard of proof that determines whether alleged conduct more likely than not occurred based on the evidence presented or facts available at the time of the decision. It means that the evidence presented by one Party is more convincing or has greater weight than the evidence presented by the other Party.

**Privacy:** Private information related to a Complaint will be shared with a limited number of University Employees who “need to know” in order to assist in the assessment, Investigation, and resolution of the reported matter, and the provision of supportive measures.

**Privilege:** Exists in the context of laws that protect certain relationships, including health care providers, attorneys, spouses, etc. Privilege is maintained by a provider unless a court orders release or the holder of the Privilege (e.g., a patient, client, spouse) waives the protections of the Privilege.

**Program Participant:** A person other than a Student or Employee who is engaging or attempting to engage in an Education Program or Activity of the University and who has rights under Title IX.

**Protected Status:** Any status for which a person is afforded protection against discrimination and harassment by law or University Policy. This Policy addresses conduct based on the following Protected Statuses: Familial Status, Gender (including Gender Identity such as Nonbinary or Transgender, and Gender Expression), Marital Status, Pregnancy or related conditions, Sex (including Sex Stereotype or Sex Characteristics), and Sexual Orientation.

**Relevant:** Related to the allegations under Investigation. Questions and evidence in the investigative process are Relevant when they aid in showing whether the alleged conduct occurred and/or assist the Decision-Maker or in determining whether a Policy Violation occurred

**Remedies:** Individualized and post-resolution measures offered to a Complainant or any other person the University identifies as having had their equal access to the University’s Education Program or Activity limited or denied under this Policy. Remedies are offered after the conclusion of the Investigation where the Respondent has been found responsible for a Policy Violation. Remedies are provided as appropriate, when reasonably available, and without fee or charge to the Complainant or any other impacted individual.

**Report:** An allegation of Prohibited Conduct, affecting a member of the University community, including a Student, Employee, Program Participant, or applicant that is communicated to or received by the Title IX Coordinator. A Report provides Notice to the University of an allegation of Prohibited Conduct and provides an opportunity for the Title IX Coordinator to provide information, resources, and Supportive Measures.

**Reporting Party:** Any person, whether they are required or not, who makes a Report of a possible Policy Violation on behalf of a Complainant. A Reporting Party is not entitled to information about the Complaint resolution process. A Reporting Party does not assume the role of the Complainant when the Complainant elects not to participate in the Complaint resolution process.

**Respondent:** A person who is alleged to have violated this Policy. A Respondent may include a Student, Employee, Program Participant, or External Party.

**Responsible Employee:** All University Employees (including Student Employees), with the exception of Confidential Employees, who are obligated by this Policy to share Knowledge, Notice, and/or Reports of Sex Discrimination with the Title IX Coordinator.

**Sanctions:** Consequences imposed on a Respondent following a determination or acknowledgement that they violated this Policy.

**Sex:** The biological category (male, female, intersex) a person is assigned at birth based on a combination of factors. Sex includes, but is not limited to pregnancy, childbirth, termination of pregnancy, lactation, any related medical conditions, or recovery. Sex and the following bolded terms are Protected Statuses.

**Sex Characteristics:** The outward and inward biological traits and attributes that are typically associated with being male, female, or intersex. These characteristics are determined by a combination of genetic, hormonal, and anatomical factors, such as reproductive or sexual functions.

**Sex Stereotype:** An assumption about a person's appearance or behavior or about an individual's ability or inability to perform certain kinds of work based on a myth, social expectation, or generalization about the individual's sex.

**Sexual Orientation:** A person's identity in relation to the Gender or Genders to which they are sexually or romantically attracted and includes but is not limited to heterosexuality, gay, lesbian, bisexuality, and queer. Sexual Orientation is a Protected Status.

**Student:** An individual for whom the University maintains Student records and who is enrolled in or registered with an academic program of the University, including the recess periods between academic terms or who is on an approved educational leave or other approved leave status. A Student includes: an applicant for admission to AJU, an admitted AJU Student, an enrolled AJU Student, an AJU extended education Student, an AJU Student between academic terms, an AJU graduate awaiting conferral of a degree, an AJU Student currently serving a suspension or interim suspension, and an AJU Student who withdraws from AJU while a disciplinary matter (including Investigation) is pending.

**Supportive Measures:** Individualized measures offered as appropriate, when reasonably

available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge, to the Complainant or Respondent regardless of whether a Complaint is filed. Supportive Measures are to: 1) restore or preserve equal access to the University's Education Programs or Activities, or the workplace, including to protect the safety of all Parties or the educational or work environment; or 2) provide support during the Complaint resolution process.

**Title IX:** Title IX of the Education Amendments of 1972.

**Title IX Coordinator:** The individual designated by the University who is responsible for administering this Policy and the accompanying Procedures on Prohibition of Sex Discrimination. The Title IX Coordinator receives Reports and Complaints of alleged Policy Violations and coordinate the responses, Supportive Measures, and Remedies that are compliant with Title IX and/or other applicable regulations. The Title IX Coordinator may delegate tasks to one or more designees, including an external consultant, and the Title IX Coordinator retains overall responsibility and authority.

**Witness:** A person who has knowledge of the alleged conduct under Investigation and provides their account to the Investigator(s).

**Working Days:** Monday through Friday, excluding all official holidays or campus closures where the Complaint originated.

## **9. Academic Freedom and Freedom of Speech**

The University adheres to principles of academic and expressive freedom which are essential to the educational process. AJU encourages and supports the free expression of ideas, values, and opinions, even when unpopular or controversial. Not every act that may be offensive or insulting constitutes Sex Discrimination, as defined by law and this Policy. Nothing in this Policy shall be construed to limit the legitimate exercise of academic and expressive freedom, including but not limited to written, graphic, or verbal expression that can reasonably be demonstrated to serve a legitimate educational purpose. Nor shall this Policy be interpreted or applied in a manner that is inconsistent with California Education Code §94367 ("Leonard Law").

When protected speech or conduct is not subject to discipline but causes harm to members of the AJU community, the University will work with the harmed individual to provide relief within the law and University Policy. This may include offering Supportive Measures to those impacted.

All members of the AJU community should recognize that the freedom of expression must coexist with other rights and the need for public order and safety. The exercise of freedom of expression and assembly must comply with all applicable federal, state, and local laws and AJU Policy. Conduct that violates this Policy, including statements that constitute Prohibited Conduct under this Policy, is not protected by academic freedom or freedom of

expression. When speech or conduct includes terrorist threats or the promotion of actual or imminent physical violence or bodily harm, it is not protected by the First Amendment and/or California Education Code and/or AJU Policy.

#### **10. Reporting to the Title IX Coordinator**

The University encourages reporting of Sex Discrimination. Members of the University community who believe they have experienced Sex Discrimination have the right to choose whether to report the incident to the University and/or law enforcement, if appropriate, and have the right to choose whether to engage with the University once the University receives a Report.

To inquire about or to report information about potential Prohibited Conduct, or to make a Complaint of Sex Discrimination under Title IX, please contact AJU's Title IX Coordinator. Individuals could also use the online reporting form on the University's [Title IX webpage](#) to make a Report or Complaint.

**Meng "May" Zhang  
Title IX Coordinator  
15600 Mulholland Drive  
Los Angeles, CA 90077  
Phone: 310-440-1571  
Email: [titleix@aju.edu](mailto:titleix@aju.edu)**

A Complainant or individual may initially make a Report and decide later to file a Complaint. They are not obligated to initiate a Complaint even after a Report is made. The University will make every attempt to respect a Complainant's request to not initiate a resolution process, unless there are compelling circumstances, such as a pattern of behavior, severity of alleged misconduct, or a threat to health and/or safety, where the University may need initiate resolution. If a Complainant does not wish to file a Complaint, the University will maintain the privacy of information to the extent possible, but may choose to move forward with processes to address the impact of the alleged behavior.

If the University's Title IX Coordinator is the alleged perpetrator of the Sex Discrimination, the Report should be submitted to Human Resources at [hr@aju.edu](mailto:hr@aju.edu), or in person at the University Human Resources Office Suite, Familian Campus. The Title IX Coordinator must recuse themselves from any administrative oversight of the proceedings associated with the reported Sex Discrimination.

If the University's President is the alleged perpetrator of the Sex Discrimination, the report should be submitted to the Chairperson of the Board of Directors, at [chairperson@aju.edu](mailto:chairperson@aju.edu). The University's President must recuse themselves from any administrative oversight of the proceedings associated with the reported Sex Discrimination.

#### **11. Seeking Assistance from Confidential Employees**

Individuals who wish to seek advice or assistance concerning, or to discuss options for responding to, Sex Discrimination on a strictly confidential basis may wish to (but is not

obligated to) speak with Confidential Employees.

A Confidential Employee does not have a duty to report to the Title IX Coordinator. However, they must explain to any person who informs them of any conduct that may constitute Sex Discrimination:

- The Employee’s status as confidential, including circumstances in which the Employee is not required to report to the Title IX Coordinator conduct that may violate the Policy;
- How to contact the Title IX Coordinator and make a Complaint;
- That the Title IX Coordinator may be able to offer and coordinate Supportive Measures, and initiate an Informal Resolution or Investigation.
- If the conduct might be criminal, the Employee must inform the person of the right, but not the obligation, to contact law enforcement and must offer to assist with making a report to law enforcement at the person’s request.

Confidentiality does not extend to reasonable belief that a minor (under age 18) has been harmed or is at risk of being harmed, which by law must be reported to law enforcement or child protective services. Similarly, if an individual makes a specific threat of self-harm or of planning to kill or seriously harm another person to a Confidential Employee, this also requires a report to law enforcement. Information shared with the Confidential Employee may also be disclosed when the reporting person gives written consent for its disclosure. In addition, the disclosure of information might be required in legal proceedings outside of the University, such as when a court orders the release of this information.

If the Confidential Employee also has a role or duty not associated with providing these services, the Employee’s confidential status is limited to information received about Sex Discrimination in connection with providing these services.

Non-personally-identifiable information may be shared by Confidential Employees for statistical tracking purposes as required by the Clery Act.

Confidential Employees designated by the University are:

<b>Name</b>	<b>Campus</b>	<b>How to Contact</b>
Patricia Fenton	Ziegler School of Rabbinic Studies	Email: <a href="mailto:pfenton@aju.edu">pfenton@aju.edu</a> Phone: 310-440-1518
Sherry Heyerly	Familian Campus	Email: <a href="mailto:sherry.heyerly@aju.edu">sherry.heyerly@aju.edu</a> Phone: 310-440-1535



Rusty Madison-Meyer	Brandeis Bardin Campus	Email: <a href="mailto:rmeyer@aju.edu">rmeyer@aju.edu</a> Phone: 310-440-1287
** Camp Alonim Health Center (Licensed Healthcare Professionals- Nurses, Doctors, and a Clinical Social Worker)	Camp Alonim at the Brandeis Bardin Campus	Phone: 805-582-4454

\*\* The Camp Alonim Health Center is operated seasonally when Camp Alonim is in session, typically during the months of June, July, and August of each year. The Health Center employs licensed healthcare professionals who provide health care to the participants and seasonal staff of camp programs when Camp Alonim is in session. These licensed healthcare professionals are Confidential Employees who do not have a duty to report to the Title IX Coordinator any potential Sex Discrimination that they may be informed of while they are performing their assigned job duties, specifically the provision of medical or mental health treatment or counseling to camp participants and seasonal staff.

## 12. Reporting to Responsible Employees

All University Employees (including student employees), other than those deemed Confidential Employees, are Responsible Employees and are expected to promptly report all known details of actual or suspected Sex Discrimination to the Title IX Coordinator immediately at [titleix@aju.edu](mailto:titleix@aju.edu) or 310-440-1571.

Responsible Employees include, but are not limited to, Employees who have responsibilities for administrative leadership, teaching, or advising in any Education Program or Activity for AJU or who have the authority to take corrective actions in responding to Complaints from Students.

When an individual tells a Responsible Employee about an incident of Sex Discrimination, the individual has the right to expect the University to take immediate and appropriate steps to respond to the matter promptly and equitably.

A Responsible Employee must report to the Title IX Coordinator all relevant details about the alleged Sex Discrimination shared by the individual and that the University will need to determine what happened – including the names of the individual and alleged perpetrator(s), any Witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a Responsible Employee will be shared only with people responsible for handling the University’s response to the report.

Before an individual reveals any information to a Responsible Employee, the Employee

should ensure that the individual understands the Employee's reporting obligations – and, if the individual wants to maintain Confidentiality, direct the individual to confidential resources.

If the individual wants to tell the Responsible Employee what happened but also maintain Confidentiality, the Employee should tell the individual that the University will consider the request, but cannot guarantee that the University will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the Responsible Employee will also inform the Title IX Coordinator of the individual's request for Confidentiality.

University Employees who hold a professional license but who are not employed by AJU in their capacity as a professional counselor, health service provider, clinical social worker, sexual assault or domestic violence counselor or advocate, chaplain, or pastoral counselor, are considered Responsible Employees.

Only professionally licensed counselors, health service providers, clinical social workers, and clergy who act solely in these roles as part of their assigned job duties, specifically the provision of medical or mental health treatment or counseling, are considered exempt from the reporting duties of a Responsible Employee.

### **13. Anonymous Reporting**

Individuals who are not Responsible Employees and who wish to make an anonymous Report could do so by using the reporting form on the University's [Title IX webpage](#). When the anonymous Report lacks a Complainant or sufficient information for the University to act on, the University's ability to investigate, respond, and provide Supportive Measures or Remedies is limited. On the other hand, the University reserves the right to enact measures intended to protect the AJU community when reported allegations indicate a potential threat to the community.

### **14. Clery Act Mandated Reporting by Campus Security Authorities**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, requires institutions of higher education to record and report certain information about campus safety, including the number of incidents (with no detail or personally identifying information) of certain crimes on or near campus, some of which constitute Prohibited Conduct under this policy.

Certain University officials – those deemed Campus Security Authorities – have a duty to report the following to the University for federal statistical reporting purposes (Clery Act):

- All "primary crimes," which include criminal homicide, Sexual Assault, robbery, aggravated assault, burglary, motor vehicle theft and arson;
- Hate crimes, which include any bias-motivated primary crime as well as any bias-motivated larceny or theft, simple assault, intimidation or destruction/damage/vandalism of property;
- Violence Against Women Act (VAWA-based crimes), which include Sexual Assault, Domestic Violence, Dating Violence and Stalking; and
- Arrests and referrals for disciplinary action for weapons-related law violations, liquor-related law violations and drug abuse-related law violations.

All personally identifiable information is kept private, but statistical information regarding the type of incident and its general location (i.e. on- or off-campus or in the surrounding area, but no addresses are identified) must be shared with Clery Act Compliance official for publication in the Annual Security Report, inclusion in the annual statistical disclosure, timely warning consideration, and daily campus crime log. Reports of crimes made on a voluntary, confidential basis will be included in the annual disclosure of crime statistics. Campus Security Authorities include student affairs/student conduct staff, local police, residence life staff, student activities staff, human resources staff, and any other official with significant responsibility for student and campus activities.

To comply with the Clery Act, the University must issue timely warnings for incidents where the Respondent poses a serious or ongoing threat to the Campus community. Any such warning will not include any personally identifying information for the Complainant, while still providing enough information for community members to make safety decisions in light of the potential risks.

#### **15. Reporting to Law Enforcement**

The University encourages persons who experience Sex-based violence, assault, and stalking which may constitute a violation of law to report the incident to local law enforcement at any time by calling 911. Filing a police report can result in the investigation of criminal behavior and the prosecution of the perpetrator. Timely reporting to the police is an important factor in the successful investigation and prosecution of crimes.

At an individual's request, the University will assist the individual in contacting law enforcement. If the individual decides to pursue a criminal complaint, the University will cooperate with law enforcement agencies to the extent permitted by law. An individual has the option to decide whether or not to make a report to law enforcement.

A criminal investigation into an allegation of Sex-based act does not relieve or substitute for the University's duty and authority to conduct its own prompt review of a Complaint.

#### **16. External Reporting**

Individuals may wish to pursue Complaints directly with the government agencies (listed below) that handle claims of unlawful Sex Discrimination. In addition, persons who have concerns about the AJU's application of this Policy and compliance with certain federal and state civil rights laws may also contact the agencies identified below.

Office for Civil Rights  
U.S. Department of Education  
50 United Nations Plaza  
Mail Box 1200, Room 1545  
San Francisco, CA 94102  
Phone: 415.486.5555  
TDD: 800-877-8339

Email: [OCR.SanFrancisco@ed.gov](mailto:OCR.SanFrancisco@ed.gov)

For Complaints involving Employee-on-Employee conduct:

California Civil Rights Division (CCRD)  
2218 Kausen Drive, Suite 100  
Elk Grove, CA 95758  
Phone: (800) 884-1684  
TTY: 800-700-2320

Email: [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

Equal Employment Opportunity Commission (EEOC)  
Roybal Federal Building  
255 East Temple St., 4th Floor  
Los Angeles, CA 90012  
Phone: 213-785-3090  
TTY: 1-800-669-6820  
ASL Video Line: 844-234-5122  
Email: [info@eeoc.gov](mailto:info@eeoc.gov)

#### **17. Time Limits on Reporting**

There is no time limitation for Complaints filed with the Title IX Coordinator. However, if the Respondent is no longer subject to the University's disciplinary authority and/or significant time has passed, the ability to investigate, respond, and/or provide Remedies may be significantly limited or impossible. It is the Title IX Coordinator's discretion to act on Complaints of alleged incidents that have been impacted by the passage of time, ambiguous Witness memories, and/or lack of evidence preservation. The Title IX Coordinator may document allegations for future reference, offer Supportive Measures and/or Remedies, and/or engage in the resolution process, as appropriate.

#### **18. False Reporting**

All Parties, Witnesses, or others participating in the processes outlined in this Policy and the accompanying Procedures are expected to participate in good faith and provide truthful information. Providing deliberately false and/or misleading information in bad faith, or willfully for personal gain or intentional harm to another, is prohibited and subject to appropriate discipline. This does not include allegations that are made in good faith and ultimately shown to be erroneous or are not substantiated. Additionally, individuals who knowingly provide false evidence, tamper with or destroy evidence, or deliberately mislead an official conducting the resolution process can be subject to discipline under appropriate University policies.

#### **19. Standard of Proof**

The University uses the Preponderance of the Evidence standard of proof when determining whether a Policy Violation occurred. The University will determine whether the alleged conduct more likely than not occurred based on the evidence presented or

facts available at the time of the decision. This typically means that the evidence presented by one Party is more convincing or has greater weight than the evidence presented by the other Party.

## **20. Confidentiality/Privacy/Privilege**

For the purposes of this Policy, Confidentiality, Privacy, and Privilege are defined as such:

**Confidentiality:** Legally protected information that is exchanged or developed between an individual and those who provide services related to medical and clinical care, mental health care, counselors and ordained clergy. The law creates a privilege between certain health care providers, attorneys, clergy, and their patients, clients, parishioners, congregants and/or members of a congregation, and spouses.

**Privacy:** Private information related to a Complaint will be shared with a limited number of University Employees who “need to know” in order to assist in the assessment, Investigation, and resolution of the reported matter, and the provision of supportive measures. The Privacy of Student education records will be protected in compliance with the Family Educational Rights and Privacy Act (“FERPA”) and the Privacy of Employee records will be protected in compliance with California law and University Policy.

**Privilege:** Exists in the context of laws that protect certain relationships, including health care providers, attorneys, spouses, etc. Privilege is maintained by a provider unless a court orders release or the holder of the Privilege (e.g., a patient, client, spouse) waives the protections of the Privilege.

The University reserves the right to determine which University Employees have a legitimate educational interest in being informed about Student-related incidents that fall under this Policy, pursuant to FERPA. Information will be shared as necessary with Investigators, Decision-makers, appeal officers, Witnesses, the Parties, and the Parties’ Advisors.

## **21. Preserving Evidence**

Any individual who has experienced an act or acts of sex-based violence is encouraged to take steps to preserve evidence and to note the identity and location of Witnesses. Doing so may be necessary to prove a criminal act or to obtain a protection order from the court.

**Collection of Medical/Legal Evidence:** Anyone who has experienced an incident of sex-based violence such as Sexual Assault is encouraged to request collection of medical/legal evidence via a Sexual Assault Forensic Exam (SAFE) in the County where the incident occurred. Collection of evidence involves making a police report and interacting with the police and the County’s Sexual Assault Response Team (SART) at

an off-campus medical facility. SAFE allows the prompt collection of physical evidence, which is important should a person later decide to pursue criminal prosecution and/or civil action. For more information regarding SART or the exam, including the option to obtain an exam without reporting the incident to AJU, please visit the following links. Individuals could also contact the police for more information about how to obtain an exam.

<https://oag.ca.gov/victimservices/forensic-medical-exam>

<https://dhs.lacounty.gov/emergency-medical-services-agency/home/hospital-specialty-care-center-programs/sexual-assault-response-team-sart-program/>

<https://www.vcccd.edu/departments/police/crime-prevention-information/sexual-assault>

To preserve evidence, wear or bring the clothes worn at the time of the incident to the exam and, if possible, avoid bathing, showering, urinating, douching, brushing one's teeth, drinking liquids, changing clothing, or cleaning the bed or linens where the incident occurred, before seeking law enforcement and/or medical assistance.

To preserve evidence at the scene of an incident, leave the scene undisturbed and allow law enforcement to collect evidence. If law enforcement is delayed or the impacted individual choose not to report immediately, they should collect bedding or clothing and store items in separate paper bags to avoid cross contamination of evidence. Each piece of garment or bedding should be placed in a separate paper bag. Any contraceptive device used during the incident should also be stored as such. If possible, use gloves to collect the evidence and place gloves in a paper bag once finished.

If the incident involved any written or electronic communications such as texts, photos, social media posts, videos, emails, call logs, etc., preserve copies of all communications and do not edit any information.

## **22. Amnesty for Complainants and Witnesses**

The University encourages reporting of Sex Discrimination and seeks to remove any barriers to making a Report. The University recognizes that an individual who has been consuming alcohol (including underage consumption) or using drugs at the time of the incident may be hesitant to make a Report because of potential consequences for that conduct. To encourage reporting, an individual who makes a good faith Report of Sex Discrimination that was directed at them or another person or participates in an Investigation as a Witness will not be subject to disciplinary action by the University for a conduct or Policy Violation that is related to and revealed in the Report or Investigation, unless the University determines that the violation was serious and/or placed the health or safety of others at risk.

## APPENDIX A: PROHIBITED CONDUCT DEFINITIONS

The following chart describes the jurisdiction and applicability of each form of Prohibited Conduct:

**Chart 1- Prohibited Conduct Under the Policy on Prohibition of Sex Discrimination**

<b>Source/ Applicability</b>	<b>Scope</b>	<b>Prohibited Conduct</b>	<b>Definition</b>
<p>Title IX</p> <p>Applies to Students, Employees, and program participants including applicants</p>	<p>Applies to all conduct that is subject to the University's disciplinary authority</p> <p>Applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>	<p>Sex-Based Discrimination</p>	<p>Conduct that causes harm to a Complainant based on their sex within the University's educational programs, activities, or employment which results in the denial or limitation of services, benefits, or opportunities provided by the University. Includes:</p> <p>a. <u>Sex-Based Disparate Treatment Discrimination</u>: occurs when the Complainant is:</p> <ol style="list-style-type: none"> <li>1) treated less favorably;</li> <li>2) than other similarly situated individuals under similar circumstances;</li> <li>3) because of the Complainant's actual or perceived sex; and</li> <li>4) not for a legitimate, nondiscriminatory reason.</li> </ol> <p><i>Insignificant or trivial actions or conduct not reasonably likely to do more than anger or upset a Complainant do not constitute "Sex-Based Disparate Treatment Discrimination."</i></p> <p>b. <u>Sex-Based Disparate Impact Discrimination</u>: occurs when a policy or practice that is neutral on its face has a disproportionate, adverse effect on individuals of a particular sex.</p>

<p>Title IX</p> <p>Applies to Students, Employees, and program participants including applicants</p>	<p>Applies to all conduct that is subject to the University's disciplinary authority</p> <p>Applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>	<p>Quid Pro Quo Sexual Harassment</p>	<p>Conduct on the basis of sex by which an Employee of the University conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.</p>
<p>Title IX</p> <p>Applies to Students, Employees, and program participants including applicants</p>	<p>Applies to all conduct that is subject to the University's disciplinary authority</p> <p>Applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>	<p>Hostile Environment Sexual Harassment</p>	<p>Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the college's Education Program or Activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:</p> <ul style="list-style-type: none"> <li>• The degree to which the conduct affected the Complainant's ability to access the college's Education Program or Activity;</li> <li>• The type, frequency, and duration of the conduct;</li> </ul>



			<ul style="list-style-type: none"> <li>• The Parties' ages, roles within the college's Education Program or Activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;</li> <li>• The location of the conduct and the context in which the conduct occurred.</li> </ul>
<p>Title IX</p> <p>Applies to Students, Employees, and program participants including applicants</p>	<p>Applies to all conduct that is subject to the University's disciplinary authority</p> <p>Applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>	<p>Sexual Assault</p>	<p>Any sexual act directed against another person, without the Affirmative Consent of the Complainant, including instances where the Complainant is incapable of giving Affirmative Consent. Sexual Assault can occur either forcibly and/or non-forcibly.</p> <p>Sexual act includes, but is not limited to, touching or attempted touching of another person's breasts, buttocks, inner thighs, groin, anus, or genitalia, either directly or indirectly, or sexual penetration (however slight) of another person's oral, anal or genital opening.</p> <p>Sexual Assault includes <b>Rape, Fondling, Incest, or Statutory Rape</b>, defined as follows:</p> <ul style="list-style-type: none"> <li>• <b>Rape</b> is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral-genital contact of another person without Affirmative Consent of the Complainant.</li> <li>• <b>Fondling</b> is the touching of the private body parts of another person for the purpose of sexual</li> </ul>

			<p>gratification, without affirmative consent of the Complainant, including instances where the Complainant is incapable of giving Affirmative Consent because of their age or because of their temporary or permanent mental or physical incapacity.</p> <ul style="list-style-type: none"> <li>• <b>Incest</b> is non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by California law.</li> <li>• <b>Statutory Rape</b> is non-forcible sexual intercourse with a person who is under the statutory age of consent in California- age of 18 years.</li> </ul> <p>California law requires the University to describe how it will respond to instances of stranger and non-stranger Sexual Assault. AJU applies the same policies and sanctions for both stranger and non-stranger Sexual Assault. For the purposes of this Policy, a non-stranger is someone known to the Complainant, including via a casual meeting or via a longstanding dating or domestic relationship. A stranger is someone unknown to the Complainant at the time of the Sexual Assault.</p>
<p>Title IX</p> <p>Applies to Students, Employees, and program participants including</p>	<p>Applies to all conduct that is subject to the University's disciplinary authority</p> <p>Applies to</p>	<p>Domestic Violence</p>	<p>Violence committed:</p> <ul style="list-style-type: none"> <li>• By a current or former spouse or intimate partner of the Complainant;</li> </ul>

<p>applicants</p>	<p>conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>		<ul style="list-style-type: none"> <li>• By a person with whom the Complainant shares a child in common;</li> <li>• By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;</li> <li>• By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or</li> <li>• By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.</li> </ul>
<p>Title IX</p> <p>Applies to Students, Employees, and program participants including applicants</p>	<p>Applies to all conduct that is subject to the University's disciplinary authority</p> <p>Applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>	<p>Dating Violence</p>	<p>Violence committed by a person:</p> <ol style="list-style-type: none"> <li>a. Who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and</li> <li>b. The existence of such a relationship shall be determined based on a consideration of the following factors: <ol style="list-style-type: none"> <li>1) The length of the relationship;</li> <li>2) The type of relationship; and</li> <li>3) The frequency of interaction between the persons involved in the relationship.</li> </ol> </li> </ol>

			<p>For the purposes of this definition—</p> <p>(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.</p> <p>(B) Dating violence does not include acts covered under the definition of domestic violence.</p>
<p>Title IX</p> <p>Applies to Students, Employees, and program participants including applicants</p>	<p>Applies to all conduct that is subject to the University’s disciplinary authority</p> <p>Applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>	<p>Stalking</p>	<p>Conduct on the basis of sex that constitutes a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition:</p> <ul style="list-style-type: none"> <li>• Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.</li> <li>• Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.</li> <li>• Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require</li> </ul>

			medical or other professional treatment or counseling.
<p>Title IX</p> <p>Applies to Students, Employees, and program participants including applicants</p>	<p>Applies to all conduct that is subject to the University's disciplinary authority</p> <p>Applies to conduct that occurs in any building owned by the University or controlled by a student organization that is officially recognized by AJU</p>	Retaliation	<p>Intimidation, threats, Coercion, discrimination, or adverse employment or education actions against any person for the purpose of interfering with any right or privilege secured by Title IX, Title VII or California sexual harassment laws. Such actions may also be exerted because the person has:</p> <ol style="list-style-type: none"> <li>1) opposed conduct which was reasonably and in good faith believes to be in violation of this Policy;</li> <li>2) reported information;</li> <li>3) made a Complaint;</li> <li>4) testified, assisted or participated or refused to participate in any manner in an Investigation, proceeding or hearing under this Policy (regardless of whether the Complaint was substantiated);</li> <li>5) assisted someone else in reporting or opposing a violation of this Policy; or</li> <li>6) assisted someone else is reporting or opposing retaliation under this Policy.</li> </ol> <p>Retaliation may be undertaken by a Student, faculty or an Employee or other person authorized by the University to provide aid, benefit or service under the University's Education Program or Activity.</p> <p><b>Retaliation</b> includes Peer Retaliation, which means Retaliation by a Student against another Student.</p> <p><b>Retaliation</b> may occur even when there is not a power differential between the individuals involved.</p>

			<p><b>Retaliation</b> under this definition does not include exercise of rights protected under the First Amendment.</p> <p><b>Retaliation</b> under this definition includes conduct that would discourage a reasonable person from reporting or participating in a process outlined in this Policy.</p> <p>Actions made in good faith and lawfully pursued to address a Complaint are not considered <b>Retaliation</b>. These actions may include, but are not limited to, providing Supportive Measures, gathering evidence, disciplining Students or Employees who have been found responsible for a violation of this Policy.</p>
Title VII Applies to all Employees.	Employee workplace or work-related activity	Title VII Sexual Harassment	Unwelcome verbal, written, graphic, and/or physical conduct based on sex/gender, that is severe or pervasive and objectively offensive that it interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.
California Applies to Employees and Students	<p>1. Employee workplace or work-related activity</p> <p>2. Conduct impacting a Student's educational setting or educational activity and that is subject to the University's disciplinary authority</p>	California Sexual Harassment	<p>Unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature made by person(s) from within the work or educational setting under any of the following conditions:</p> <ul style="list-style-type: none"> <li>• Submission to the conduct is explicitly or implicitly made a term or condition of an individual's employment, academic status or progress, or</li> <li>• Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions affecting the individual, or</li> </ul>

			<ul style="list-style-type: none"> <li>• The conduct has the purpose or effect of having a negative impact upon the individual’s work or academic performance, or of creating an intimidating, hostile or offensive work or educational environment, or</li> <li>• Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs or activities available at or through the educational institution.</li> </ul>
University Based	Applies to all conduct that is subject to the University’s disciplinary authority.	Sexual Exploitation	<p>Any of the following conduct:</p> <ul style="list-style-type: none"> <li>• The prostituting or trafficking of another person. Trafficking is defined as the inducement of a person to perform a commercial sex act, or labor of services, through Force, fraud, or Coercion.</li> <li>• The recording of images, including video or photograph, or audio of another person's sexual activity or intimate parts, without that person's Consent.</li> <li>• The distribution of images, including video or photographs, or audio of another person's sexual activity or intimate parts, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not Consent to the disclosure. This includes misappropriation of another person’s identity on apps, websites, or other venues used</li> </ul>

			<p>for dating or sexual connections, and the distribution of digitally altered or artificial-intelligence-generated images, video, and audio.</p> <ul style="list-style-type: none"> <li>• The viewing of another person's sexual activity or private body parts, in a place where that other person would have a reasonable expectation of Privacy, without that person's Consent, for the purpose of arousing or gratifying sexual desire.</li> <li>• Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression.</li> <li>• Knowingly transmitting human immunodeficiency virus (HIV) or a sexually transmitted disease or infection to an unknowing person or to a person who has not consented to the risk.</li> <li>• Inducing Incapacitation of another person (through alcohol, drugs, or any other means) with the intent of compromising that person's ability to give Affirmative Consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity, without regard to whether sexual activity actually takes place.</li> </ul>
University Based	Applies to all conduct that is subject to	Prohibited Consensual Relationships	



	<p>the University's disciplinary authority.</p>	<p>Where There is a Power Imbalance</p>	<p>Consensual Relationships between an Employee and any Student are expressly prohibited by this Policy.</p> <p>A Consensual Relationship, for the purpose of this Policy, means a sexual or romantic relationship between two individuals who voluntarily enter into such a relationship.</p> <p>This Policy also prohibits Consensual Relationships between an Employee and any Employee over whom they exercise, direct or otherwise, administrative, supervisory, evaluative, or counseling authority.</p> <p>No person in a management or supervisory position shall be engaged in a Consensual Relationship with an Employee whom they directly supervise or whose terms or conditions of employment they may influence (examples of terms or conditions of employment include promotion, termination, discipline, and compensation). To the extent possible, a supervisor or manager who has had a previous Consensual Relationship with a subordinate or Employee whose terms and conditions they may influence will not be involved in decisions relating to that individual's promotions, raises, termination or other terms and conditions of employment.</p>
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**APPENDIX B: Resources**

**Chart 1- Resources for Individuals Who Wish to Make a Report or Complaint**

<b>Resource</b>	<b>Role</b>	<b>Available to:</b>	<b>Level of Confidentiality</b>
<p>Meng “May” Zhang            Email: <a href="mailto:titleix@aju.edu">titleix@aju.edu</a>            Phone: 310-440-1571</p> <p>*AJU Human Resources            Email: <a href="mailto:hr@aju.edu">hr@aju.edu</a></p> <p>**Chairperson of AJU Board of Directors            Email: <a href="mailto:chairperson@aju.edu">chairperson@aju.edu</a></p>	<p>Title IX Coordinator</p> <p>*To report alleged Sex Discrimination by the Title IX Coordinator</p> <p>** To report alleged Sex Discrimination by the AJU President</p>	<p>All AJU Community Members</p>	<p>Private to the extent practicable</p>
<p>Public Safety/Law Enforcement</p> <p>911 Emergency Services</p> <p>West LA Community Police Station            1663 Butler Avenue            Los Angeles, CA 90025            Phone: 310-444-0701</p> <p>Beverly Hills Police Department            464 N Rexford Drive            Beverly Hills, CA 90210            Phone: 310-550-4951</p> <p>Simi Valley Police Department            3901 Alamo Street            Simi Valley, CA 93063            Phone: 805-583-6950</p> <p>Ventura County Sheriff’s Office            800 S. Victoria Avenue            Ventura, CA 93009            Tel: 805-654-2380</p> <p><a href="#">Los Angeles County District Attorney’s Office, Bureau of Victim</a></p>	<p>Provides law enforcement investigation and victim services for victims of crimes</p>	<p>Public Service for All</p>	<p>Laws protect certain aspects of victim reports including public disclosure of victim names</p>

<p><a href="#">Services</a>  1000 South Fremont Avenue  Unit 36, Bldg. A9E, Suite E9150  Alhambra, CA 91803  Phone: 626-514-1300 /  800-380-3811  Other Locations:  <a href="https://da.lacounty.gov/vwap/locations">https://da.lacounty.gov/vwap/locations</a></p> <p><a href="#">Ventura County District Attorney's Office, Crime Victims' Assistance Unit</a>  800 S. Victoria Avenue, Suite 314  Ventura, CA 93009</p> <p>Phone: 805-654-3622</p>			
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**Chart 2- Confidential Employees at AJU**

<b>Confidential Employee</b>	<b>Available to:</b>	<b>Level of Confidentiality</b>
Patricia Fenton Email: <a href="mailto:pfenton@aju.edu">pfenton@aju.edu</a> Phone: 310-440-1518	AJU Community Members at the Ziegler School of Rabbinic Studies	Confidential
Sherry Heyerly Email: <a href="mailto:sherry.heyerly@aju.edu">sherry.heyerly@aju.edu</a> Phone: 310-440-1535	AJU Community Members at the Familian Campus (Includes Maas Center and Masor School)	Confidential
Rusty Madison-Meyer Email: <a href="mailto:rmeyer@aju.edu">rmeyer@aju.edu</a> Phone: 310-440-1287	AJU Community Members at the Brandeis Bardin Campus (Does Not Include Participants and Seasonal Staff of Camp Alonim)	Confidential
** Camp Alonim Health Center (Licensed Healthcare Professionals- Nurses, Doctors, and a Clinical Social Worker)	Participants and Seasonal Staff of Camp Alonim	Confidential

Phone: 805-582-4454		
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\*\* The Camp Alonim Health Center is operated seasonally when Camp Alonim is in session, typically during the months of June, July, and August of each year. The Health Center employs licensed healthcare professionals who provide health care to the participants and seasonal staff of camp programs when Camp Alonim is in session. These licensed healthcare professionals are Confidential Employees who do not have a duty to report to the Title IX Coordinator any potential Sex Discrimination that they may be informed of while they are performing their assigned job duties, specifically the provision of medical or mental health treatment or counseling to camp participants and seasonal staff.

**Chart 3- Confidential Resources Internal and External to AJU**

<b>Resource</b>	<b>Role</b>	<b>Available to:</b>	<b>Level of Confidentiality</b>
TimelyCare <i>(Vendor-contracted service)</i>  Students can access TimelyCare by logging into <a href="#">TimelyCare</a> and/or by downloading the mobile app	Free, online mental health and wellness resources including 12-recurring mental health and wellness counseling sessions per year	Students enrolled in degree programs at Ziegler School of Rabbinic Studies and Masor School for Jewish Education and Leadership	Confidential
Employee Assistance Program <i>(Vendor-contracted service)</i>  <a href="#">Mutual of Omaha</a> Phone: 800-316-2796	Free mental health and legal/financial resources including crisis counseling sessions and legal consultations	AJU Employees	Confidential
National Advocacy Programs  <a href="#">National Sexual Assault Online Hotline</a>	Provides information, support and advocacy to	Public Service for All	Confidential

<p>Phone: 800-656-4673</p> <p><a href="#">National Domestic Violence Hotline</a></p> <p>Phone: 800-799-7233</p>	<p>individuals who may be victims or survivors of crime, violence and/or abuse</p>		
<p>Community Advocacy Programs- Los Angeles County</p> <p><a href="#">UCLA Medical Center Rape Treatment Center</a> 1250 16th St., Santa Monica, CA 90404 Phone: 424-259-7208</p> <p><a href="#">JFS Hope</a> Jewish Family Services Domestic Violence Services Phone: 818-505-0900 / 323-681-2626</p> <p><a href="#">Strength United</a> CSUN Community Agency 24-Hour Support, Referral, and Crisis Response Line: 818-886-0453 / 661-253-0258</p> <p><a href="#">Los Angeles LGBT Center</a> Stop Violence Program Phone: 323-860-5806 Email: <a href="mailto:STOPviolence@lalgbtcenter.org">STOPviolence@lalgbtcenter.org</a></p> <p>Legal Advocacy Project for Survivors (LAPS) Phone: 323-993-7649 Email: <a href="mailto:LAPS@lalgbtcenter.org">LAPS@lalgbtcenter.org</a></p>	<p>Provides information, support and advocacy to individuals who may be victims or survivors of crime, violence and/or abuse</p>	<p>Public Service for All</p>	<p>Confidential</p>
<p>Community Advocacy Programs- Ventura County</p> <p><a href="#">Coalition for Family Harmony</a> 24-Hour Bilingual Hotline: 800-300-2181 (Se habla Español) Email: <a href="mailto:Gethelp@thecoalition.org">Gethelp@thecoalition.org</a></p>	<p>Provides information, support and advocacy to individuals who may be victims or survivors of</p>	<p>Public Service for All</p>	<p>Confidential</p>

<p><a href="#"><u>Interface Children and Family Services</u></a> 24-Hour Hotline: 800-636-6738 Mental Health Intake Line: 805-485-6114, Option 2</p> <p><a href="#"><u>Ventura County Family Justice Center</u></a> Phone: 805-652-7655 Text: 805-947-7981 Email: <a href="mailto:vcfjc.coop@ventura.org"><u>vcfjc.coop@ventura.org</u></a></p>	<p>crime, violence and/or abuse</p>		
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