



# PHOENICIA UNIVERSITY

**Student Nondiscrimination, Discriminatory  
Harassment, and Retaliation Policy**

# Student Nondiscrimination, Discriminatory Harassment, and Retaliation Policy

## Overview

Phoenicia University (PU) values diversity within its student body and is committed to the principle of equal opportunity in education. PU is committed to ensuring that individuals who believe they have experienced discrimination have access to appropriate mechanisms for reporting concerns and seeking redress, as outlined in the relevant university policies and procedures.

PU works to promote awareness, encourage respectful conduct across campus, and ensure that all reported cases are addressed promptly and fairly. Creating a safe and inclusive learning environment is a shared responsibility of all members of the PU community, individually and collectively.

## Purpose/Objectives:

The purpose of this policy is to:

- Affirm PU's commitment to a learning environment free from discrimination, discriminatory harassment, and retaliation.
- Define prohibited conduct and expectations for respectful behavior.
- Provide clear procedures for reporting, reviewing, and addressing complaints fairly and promptly

## Scope/Application:

This policy applies to allegations of discrimination involving students participating in PU academic programs, activities, or university-related events, whether on campus or in any PU-affiliated setting.

Non-student members of the PU community, including faculty, staff, and other university personnel, are also subject to this policy when the alleged victim and/or the alleged respondent is a PU student participating in PU programs or activities.

## Accountability:

This policy applies to all students, faculty, staff, and university personnel involved in academic programs, student services, and university-related activities where students are participating.

Accountable/Responsible Officer	Accountable Officer
Accountable Officers	President and Concerned Dean

## Discrimination

PU prohibits discrimination—including discriminatory harassment—against students on the basis of race, color, religion, nationality, ethnic origin, citizenship status, sex, gender, age, disability, marital status, family status, pregnancy, or any other characteristic protected under applicable laws and regulations.

This prohibition applies to all conduct involving students participating in any PU academic program, university activity, or university-related event, including but not limited to PU's administration of educational and admissions policies, student services, disciplinary processes, and all other university programs and activities.

## Discriminatory Harassment

As part of this Policy, PU prohibits conduct that constitutes, contributes to, or could reasonably lead to harassment.

Examples of conduct that may constitute discriminatory harassment include, but are not limited to:

- ethnic, racial, or religious slurs;
- bullying, yelling, or name-calling based on identity;
- hostile or degrading jokes, remarks, or gestures;
- creating different expectations for individuals based on perceived identity;
- threatening, intimidating, or hostile acts directed at an individual or group
- use of PU systems (including university email, online platforms, or social media used in connection with PU activities) to view, distribute, or circulate discriminatory or offensive content.

Harassment does not require intent to offend. Inappropriate conduct or language meant as a joke, prank, or even a compliment may still constitute harassment if it has the effect of creating an intimidating, hostile, or offensive environment.

## Prohibition Against Retaliation

PU prohibits retaliation against individuals who, in good faith, report discrimination, make a complaint, participate in an investigation, provide information, or assist others in reporting violations of this Policy.

Retaliation includes, but is not limited to, any action, statement, or behavior designed to punish an individual for engaging in a protected activity, or to discourage an individual from making or pursuing a complaint.

Retaliatory conduct may include, but is not limited to, threats, intimidation, coercion, reprisals, and adverse actions affecting a student's education. It does not include petty slights or minor annoyances.

Individuals who retaliate against any person for engaging in a protected activity will be subject to disciplinary action, up to and including suspension, expulsion, or termination (as applicable). These

protections extend to individuals who act in good faith, even if the complaint is not substantiated. However, individuals may be subject to disciplinary action for making intentionally false allegations.

## **Complaint Procedure: Reporting Violations**

Any individual who becomes aware of an instance of potential discrimination or discriminatory harassment is strongly encouraged to report the concern promptly.

Reports may be submitted through PU's designated reporting channels, including in person, by email, by telephone, or through any official reporting mechanism made available by the University. PU is committed to taking appropriate action regarding potential discrimination or discriminatory harassment, even in cases where an individual does not wish to file a formal complaint, where required by law or where necessary to protect the university community.

Upon receiving a report, PU will determine the appropriate procedure applicable to the complaint. Reports should be made regardless of the alleged offender's position within the University, and even if the alleged offender is not a PU student or employee (for example, a contractor, vendor, visitor, or guest).

PU will follow up on all reports promptly. Where an investigation is required, PU will conduct a fair and impartial process to confirm facts and resolve disputed matters. PU will strive to protect confidentiality to the extent possible, while ensuring that the University can take appropriate steps to address the matter.

Investigations may include, as appropriate:

- a preliminary review of the allegations;
- interim protective measures where necessary;
- interviews with the complainant, respondent, and witnesses;
- review of relevant documents, communications, or electronic records; and
- a determination of findings and outcomes.

At all times, PU will treat complainants and respondents equitably throughout the process.

## **Disciplinary Action**

Appropriate disciplinary action will be taken against individuals found to have violated this Policy, up to and including suspension, expulsion, or termination (as applicable).

PU may also take disciplinary action against any person who knowingly and intentionally makes a false allegation concerning a violation of this Policy.

## **Related Policy Documents**

- ✓ Student Code of Conduct
- ✓ Student Grievance Policy
- ✓ Discrimination and Harassment Policy



Main Campus, District Zahrani,  
Saida-Tyre Highway, South Lebanon

+961 7 420 720



Phoeniciauni



Phoeniciauni



Phoenicia University



Phoenicia University