USJ 1875
Université Saint-Joseph de Beyrouth
جامعة القدّيس يوسف في بيروت

Flowchart - Psychological and Sexual Harassment, Sexual Abuse, and Sexual Exploitation Policy

A victim of harassment can

- confide in a Confidential Counsellor or a Trusted Person of their choice
- refer the matter to the Counselling Unit
- file a complaint with the Complaints Commission

A whistleblower reports incidents to the Counselling Unit, Complaints Commission or Rector

The Confidential Counsellor or Trusted Person

1. informs the victim of the psychological, medical, and legal support and assistance measures available through the University
2. informs the victim of the possibility of addressing the Counselling Unit and of filing a complaint with the Complaints Commission
3. reports incidents to the Counselling Unit, keeping the victim's identity anonymous if requested, and notifies the Rector or any person designated by the Rector

The Counselling Unit

1. organizes a meeting with the victim at their request that shall be held on the premises of the University, over the phone, or via videoconference
2. informs the victim of the psychological, medical, and legal support and assistance measures available through the University
3. informs the victim of the possibility of filing a complaint with the Complaints Commission
4. notifies the Rector or any person designated by the Rector when the alleged victim decides not to refer the matter to the Complaints Commission

The Complaints Commission

1. investigates complaints
2. informs the victim and the alleged perpetrator of their rights and of the procedures for the conduct of the proceedings
3. advises the Rector to take provisional measures against the alleged perpetrator. The Rector may provisionally prohibit the alleged perpetrator from entering the University or temporarily suspend them from their duties
4. The Chairperson of the Commission shall issue an investigation report and communicate it to all members of the Commission
   - When the allegations do not qualify as harassment, abuse or exploitation, the complaint shall be dismissed
   - When the allegations qualify as harassment, abuse or exploitation, the following disciplinary sanctions may be ordered: censure, public censure, temporary or permanent exclusion from the University