



## **Air University (AU) Policy on Harassment**

19. Harassment is defined as an unwelcome behavior from a person who holds some kind of power or authority over the person who is being harassed. These advances may include, but may not be limited to verbal or physical communication with some sort of overtones, that makes the victim uncomfortable and affects their performance. This becomes particularly problematic for students or employees when:

- a. Submission to such conduct is made a term or condition for employment or participation in an educational program.
- b. Submission to or rejection of such conduct is used as a basis for employment or academic decision directly affecting the individual.
- c. Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or student's academic performance creating an intimidating, hostile, or offensive work or learning environment.

20. In order to facilitate an environment that is conducive to learning and is free from all types of harassment. AU has zero tolerance for any form of harassment that interferes with the work performance of a student or an employee. In order to prevent sexual and all other types of harassment on its campus AU has a policy, whose aim is to make the campus free from all sorts of harassment.

This policy is being followed in letter and spirit and since 2011 AU has established a "Harassment Monitoring Cell". If anyone (be it a student or employee) in the AU community feels that they are being harassed, they can either approach their class advisor, department Chair/Dean or send an email to [harassment.cell@mail.au.edu.pk](mailto:harassment.cell@mail.au.edu.pk) . All cases are handled and resolved in a professional manner so that the confidentiality of all parties is maintained.