

Sexual Harassment and Offenses among Al Akhawayn University Students

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Author Note

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Abstract

The purpose of this project was to understand the student body's experiences and perceptions regarding sexual harassment and sexual offenses in the Al Akhawayn University in Ifrane (AUI) community. To achieve the purpose, we collected data from students, faculty and staff, and administrators using surveys and one-on-one interviews. As a result, 352 students participated in the survey, representing 19.56% of the student body at AUI. For the interviews, 17 individuals participated. The participants were comprised of eight students, five administrators who directly or indirectly address sexual harassment cases, and four staff/faculty members. From the surveys, we found that 31.81% of the participants experienced sexual offenses and 52.96% of the participants experienced sexual harassment. These are alarming numbers, and this report includes details about the participants, gender ratios for sexual offenses and harassment, types of experiences, places where sexual offenses/harassment have occurred, students' potential actions, reporting preferences, and the awareness of AUI policy concerning sexual harassment/offenses. The interview results revealed more in-depth information about sexual harassment/offense cases, impact of such cases on professional and personal levels, level of trust toward AUI administration, actions that need to be taken for prevention, and suggestions to the University, No Violence Alliance (NoVA), and the AUI student body. Some of critical suggestions to address this critical issue include organizing awareness campaigns, providing support for victims, strengthening the policy regarding sexual harassment and offenses, offering mandatory training to the AUI community, establishing trust toward AUI administration, encouraging students to talk openly about this issue, and making the Student Government Association (SGA) to take an active role in bridging between AUI students and administration.

Sexual Harassment and Offenses among Al Akhawayn University Students

This project started as a way to assess the student body at Al Akhawayn University (AUI) and their current experiences and understanding regarding sexual harassment and offenses. Sarah Postich, an AUI Counselor, believed this needs assessment would be beneficial as these results could better inform the re-created No Violence Task Force (now named No Violence Alliance [NoVA]). The purpose of the previous No Violence Task Force was to inform the AUI campus about sexual harassment, prevent its occurrence, and be a support service for students, administration, staff, and/or faculty to turn to if they had experienced sexual harassment and/or sexual offenses and wanted to talk to someone in regards to their options and/or to receive support.

The student survey was created collaboratively by the two AUI counselors (Dr. Aure Veyssiere and Sarah Postich) as well as Dr. Hyung Joon Yoon who specializes in Human Resource Development. Meetings to create the survey took place during September 2013. Dr. Yoon had the idea to have his Needs Assessment class (HRD 4302) participate in the distribution, assessment, and data analysis of survey results. Dr. Yoon believed it would be critical to include interviews as part of this needs assessment research in order to have further qualitative data in addition to the quantitative data collected via surveys. Dr. Yoon and his class identified four groups in the AUI community they believed would be beneficial to interview: students, faculty/staff, administration, and the Security Department.

The purpose of this survey and interviews was to identify the student body's understanding of sexual harassment and sexual offenses, understand their experiences in regards to these topics and assess their willingness to talk to others regarding their experiences. The intent behind interviews was to assess the faculty/staff, administration, and Security Department's understanding regarding occurrence of sexual harassment/offenses on campus, specific policies and procedures in place, in addition to recommendations they have for the community regarding this topic. These results will be used to inform outreach which will best benefit the AUI community such as workshops, trainings, and community discussions.

Methods

Data Collection and Participants

This study used two different methods in approaching needs assessment: surveys and interviews. For the student group, both surveys and interviews were used. For the others: administration, security department, and faculty/staff, only one-on-one interviews were used. Individuals comprising the administrative group were those categorized as being involved in implementing policies related to sexual harassment. Dr. Yoon asked his students to distribute the survey to students at AUI and conduct interviews with different stakeholders during October 2013. Please see the Appendix for the complete survey questionnaire, consent forms, and interview protocols provided to students, administration, faculty, and staff.

Responding to this survey was voluntary, and all results were coded without any identifiable personal information. Students were informed that if they experienced any discomfort or concerns related to the survey they should contact the counselors, whose email addresses were provided on the survey. Additionally, at the end of the survey, students were asked if they were willing to participate in an anonymous one-on-one interview to help the NoVA better understand their experiences. The interview

was to be conducted by a trained student. However, if a student wanted to be interviewed by a member of the NoVA, that was an option as well.

A total of 352 surveys were collected and comprise the sample of AUI students. Each member in the HRD class had a goal of distributing at least 20 surveys for students, aiming at collecting 360 cases. Class members explained to the participants that they could do the questionnaires only if they felt comfortable doing so and were present for neutral assistance if needed. Each member coded the surveys she or he gathered according to the set of standards codes agreed on as a class. However, open-ended questions were left alone and coded by a team responsible for analyzing that specific data.

Interviews were targeted to be collected from students, staff/faculty, administrators, and security agents. The student group was further divided into four categories: Female International students, Moroccan Female students, International Male students and Moroccan Male students. The HRD class decided to include faculty/staff members because there were previous cases of sexual harassment between professors and students. Furthermore, interviewing the administration was important because they involve in resolving cases related to sexual harassment and/or sexual offences on campus. The class decided that the Security Department has different objectives and interests than the rest of the staff members or administrators, and therefore should be a distinct group. In addition, as security agents are the frontline people whose mission is to ensure the safe AUI community by directly making contacts with members of AUI community, it was necessary for the class to understand their point of view and level of understanding about the sexual offenses and harassment issues.

The class collected data from 17 individuals, consisting of 8 students, 4 staff/faculty, and 5 administrators. Obtaining data from security agents was not possible. When HRD class members asked to meet and interview them, they encountered hesitation from the Security Department. HRD students had to write an e-mail to explain why they were carrying out this project, obtain the written approval of their professor (Dr. Yoon) and the Dean of the School of Humanities. Then, a staff member of the Security Department insisted on looking at the interview questions first, and a couple of days later, the staff member informed the HRD students that “it would not be possible for you to interview the security agents, but that you could interview me instead,” and that “I would tell you all what you needed to know.” According to the HRD class, the staff member refused to be recorded, even after signing a confidentiality form, thus the transcription of the interview wasn’t as accurate as the other interviews.

The HRD class was split into groups and each group was assigned to interview the above named target groups. Each interviewer was responsible for providing the consent form, which was agreed upon as a class, then record the interview, and transcribe it. Participation to the interviews was voluntary and anonymous. Consent forms were distributed to all individuals and all records were destroyed after transcription. In order to protect the participants, the interviews were labeled by numbers rather than names and a confidentiality agreement, as well as a consent form, were signed by the participants. In addition, a set of specific questions was distributed for each stakeholder to review. Nevertheless, the interviewers were allowed to be flexible and adapt their questions depending on the attitudes and time of the interviewees.

Instruments

The student survey included 23 items total (see Appendix). The first set of questions (six questions) asked general demographic and academic information about the students. Another question served to examine the understanding of students regarding the difference between sexual harassment and sexual offenses. After that, a section was dedicated to target sexual offense experiences. It included five questions: two questions were close ended, 1 open ended and 2 were a combination of both closed and open ended. A similar section followed addressing sexual harassment experiences. It included five questions as well: two of them closed ended, two open ended and one combined both. After that, questions 18 to 20 were to understand the steps students will take if sexually harassed or offended as well as to identify the parties to which they will consider reporting. The two last questions checked the awareness of the students on AUI policies regarding sexual harassment and offenses. The 23rd element is a piece of information on whom to contact regarding individual interviews.

The student interviews proceeded in the following order: an introductory section was presented regarding the purpose of the project and the confidentiality clauses were reviewed. After that the students were asked to introduce themselves to the interviewer in order to obtain a sense of the student's age and ethnic group. Then, questions on the awareness of AUI policies and the students' perception of them were asked. Before asking the students about their own experiences with sexual harassment or offenses, they were interviewed on their degree of trust in AUI authorities and task force to handle their issues. In addition, the interview included questions on the steps that students would take if sexually harassed or offended and the personal/ professional implications of such cases. At the end, students were encouraged to give their recommendation to victims, the university and the NoVA.

The administration and faculty/staff were briefed about the purpose of the projects and the concept of sexual harassment. The interview protocol included four sections: the first included questions to address whether the interviewee had noticed any cases of sexual harassment or offenses on campus. The second section talked about the personal experiences of the administration on sexual harassment or offenses. All interviewers did not address this section, as it was perceived inappropriate to do so during the interview. The third section included a set of questions on AUI policies and procedure to protect victims or prevent cases of sexual harassment or offenses. Last, interviewees were encouraged to give their recommendation to victims, the university and the NoVA.

Consequently, student interviews and the survey included common elements that are asking about personal experiences, presenting the steps to be taken and measuring their level of trust in AUI to handle cases.

Data Analysis

For quantitative data from the student survey, frequency and percentage of answers were computed in general with an exception for the age of students that used mean and standard deviation. For the open-ended questions that require qualitative answers, the answers were coded by identifying recurring themes, then the total of each code was summed using excel functions. During the coding process, inappropriate answers were eliminated. Answers in each question were checked twice manually to make sure the codes were appropriate and understandable. For the questions where gender ratios were

addressed, the answers were further divided by genders, regardless of the type of data, and the frequency and percentage of the answers were calculated within each gender.

Concerning the interviews, the process included: asking for a meeting/appointment with interviewee, securing the voluntary participation and permission to record, distributing consent forms, recording the interview, transcribing the data, destroying the interview recordings, writing a reflection on each interview that was conducted, identifying categories with similar answers within each interview, consolidating all the interviews of the same stakeholder group in to one single document, and finally analyzing each consolidated document again and coding the answers. This process for the interviews includes three different groups, students' interviews, administration interviews, and faculty/staff interviews. The interview with a staff member of the Security Department was included in the administration interviews.

Results

Part 1. Survey Results

As for the student survey, out of 1,800 AUI students, 352 responses were collected, categorized, and analyzed, which indicates 19.56% representation of the student body. In regards to demographics, 351 individuals responded to the question regarding age. The mean age was 20.71, with a standard deviation of 1.983. The minimum age of students was 17, maximum age 28 (see Table 1). Out of 352 responses, gender consisted of 148 males (42.05%) and 204 females (57.95%). In regards to nationality, out of 352 responses, 312 of the survey respondents chose Moroccan as their nationality (88.63%), while the other 40 individuals chose other nationalities (11.37%). As for student status, out of 350 responses, 321 were undergraduate students (91.71%), whereas 27 were graduate students (7.71%). The current semester at AUI, out of 350 responses, 49 were in Semester 1 (14%), 11 were in Semester 2 (3.14%), 42 in Semester 3 (12%), 32 in Semester 4 (9.14 %), 47 in Semester 5 (13.43%);, 22 in Semester 6 (6.29%), 80 in semester 7 (22.86%), and 67 in Semester 8 (19.14%), indicating a wide representation by semester standing In relation to affiliated schools (see Table 2), out of 348 responses, 15 belonged to the Language Center (4.31%); 106 to Humanities and Social Sciences (30.4%); 136 to Business Administration (39.08%); and 91 to Science and Engineering (26.15%).

Table 1: Students' Age Frequency

Age	Frequency	Percentage
17	4	1.13%
18	45	12.82%
19	42	11.96%
20	65	18.52%
21	97	27.64%
22	41	11.69%
23	26	7.41%
24	13	3.7%
25	8	2.28%
26	6	1.71%
27	3	0.85%

28	1	0.29%
Total	351	100%

Table 2: Students' Schools

School	Frequency	Percentage
Language Center	15	4.31%
Humanities and Social Sciences	106	30.46%
Business Administration	136	39.08%
Science and Engineering	91	26.15%
Total	348	100%

There were 266 responses to individuals specifying their major (see Table 3). The top three majors from which survey respondents came were: Finance (56 individuals), Computer Science (35 individuals), and Communication (35 individuals).

Table 3: Students' Majors

Major	Frequency	Percentage
Language Center	1	0.38%
HRD	33	12.41%
Communication	35	13.16%
IS	19	7.14%
Professional Communication	1	0.38%
Islamic Studies	1	0.38%
Middle Eastern politics	1	0.38%
Diplomacy	2	0.75%
Management	8	3%
Finance	56	21.05%
Logistics	1	0.38%
Marketing	21	7.9%
CS	35	13.16%
EMS	31	11.65%
GE	6	2.26%
Software Engineering	3	1.13%
Computer networks	2	0.75%
MBA	3	1.13%
MES	1	0.38%
International Relations	1	0.38%
Political Science	1	0.38%
MSCF	1	0.38%
MSE	3	1.13%
Total	266	100%

In order to assess students' understanding of the difference between sexual harassment and sexual offenses, students were given the definitions of both terms on one page of the survey and in the survey asked to match the correct definition with each term. This question yielded 347 responses, of which 269 were correct (77.52%). There were 75 incorrect answers (21.61%) and 3 uncodable/other answers (0.87%).

When asked if they had ever experienced sexual offenses and/or felt forced into sexual activities, 350 students responded (99.43%; see Table 4). Of these 350 responses, one answer was coded incorrectly and could not be added into the frequency. Considering both genders, a total of 111 students reported yes, representing 31.7% of all respondents. Out of the 111 responses, 100 students reported yes, by the opposite gender (28.82%), 7 reported yes, by the same gender (2.02%) and 4 circled two answers, by the opposite gender and the same gender (1.14%), while 238 students reported No (68%). Parceling this apart based on gender, of the females that responded: 77 of them reported experiencing sexual offenses by the opposite gender (22.06%), 6 reported experiencing sexual offenses by the same gender (1.72%), and 121 reported not having experienced sexual offenses (34.67%). Of the males, 27 reported experiencing sexual offenses by the opposite gender (7.74%), 5 reported experiencing sexual offenses by the same gender (1.43%), and 117 reported not having experienced sexual offenses (33.52%).

Table 4: Gender Ratios for Sexual Offenses

Gender	Frequency	Percentage
Female, opposite gender	75	21.49%
Female, same gender	4	1.14%
Female, opposite and same gender	2	0.57%
Female, Yes Total	81	23.21%
Female, No	121	34.67%
Male, opposite gender	25	7.16%
Male, same gender	3	0.86%
Male, opposite and same gender	2	0.57%
Male, Yes Total	30	8.60%
Male, No	117	33.52%
Yes Total (with both genders)	111	31.81%
Total	349	100%

When students were asked to check which types of sexual offenses they had experienced, 82 students responded to this question out of the 352 students (23.29%; see Table 5). Of the 111 students that reported experiencing sexual offenses, 73.87% answered this question. Students were allowed to classify their responses in undefined categories in order to empower them to self-define their experiences. Twenty students reported being physically forced (24.39% of 82 responses; 5.68% of 352 responses). Twenty one students reported being emotionally forced (25.61% of 82 responses; 5.97% of 352 responses). Six individuals answered socially forced (7.31% of 82; 1.70% of 352). Zero individuals stated they had been forced by an authority figure. Four students reported being physically, emotionally, and socially forced (4.88% of 82; 1.14% of 352). Five students stated they had been socially and emotionally forced (6.81% of 82; 1.42% of 352). One answered physically and socially forced (1.22% of 82; 0.28% of

352). Sixteen students stated they had been physically and emotionally forced (19.51% of 82; 4.55% of 352). One student answered physically, emotionally, socially and by authority forced (1.22 % of 82; 0.28% of 352). One student answered emotionally and by authority forced (1.22% of 82; 0.28% of 352). Seven students answered by “other” force (8.54% of 82; 1.99% of 352). When asked to specify “other” the categories listed by students included: Alcohol (five student); Words/ Verbal Harassment (five students); Facial expression (one student); and Happy (one student).

Next, students were asked to describe what they felt forced to do. There were 58 answers. Some responses weren't related to the question as they described the general feeling (i.e. angry, ashamed), not the actions forced to perform. There were 47 appropriate responses. The percentages are as follows: 47 responses out of 111 who reported experiencing sexual offenses (43.24%), of the 352 total student responses (13.64%). However, total responses (48) exceed the number of respondents (47) because one student gave two responses. Sixteen categories were identified and the response frequencies were as follows: Forced to kiss/hug (9), can't provide an answer (7), forced to have sex (6), forced to engage in a relationship (5), forced to positively respond to the words of the harasser (3), forced to hear words (3), forced to feel pressure to engage in sexual intercourse, but not actually doing it (2), forced to do disgusting things (2), forced to respond to the feelings (2), forced to be touched (2), forced to talk to the harasser to go away (2), forced to obey social pressure to date (1), forced to give phone number (1), forced to keep silent, not respond to maintain safety (1), forced to fight with the harasser (1), forced to take off shirt (1).

Table 5: Categories to Forces of Sexual Offenses

Category	Frequency	Percentage
Forced to Kiss/Hug	9	18.75%
Can't provide an answer	7	14.58%
Forced to Have sex	6	12.5%
Forced to Engage in a relationship	5	10.42%
Forced to positively Respond to the words of the harasser	3	6.25%
Forced to Hear words	3	6.25%
Forced to Feel pressure to engage in sexual intercourse, but not actually doing it	2	4.17%
Forced to do Disgusting things	2	4.17%
Forced to Respond to the feelings	2	4.17%
Forced to be Touched	2	4.17%
Forced to talk to the harasser to go away	2	4.17%
Forced to Obey social pressure to date	1	2.10%
Forced to Give phone number	1	2.10%
Forced to Keep silent, not respond to prevent safety	1	2.10%
Forced to Fight with the harasser	1	2.10%
Forced to Take off shirt	1	2.10%
Total	48	100%

Then, students were asked to specify how many times they had experienced sexual offenses (see Table 6). There were 90 responses for this answer which represents 25.57% of 352 students. Of the 111 that responded as “yes” experiencing sexual offenses, 81.08% responded. Thirty two students reported a sexual offence has occurred once (35.55%). Fifteen students reported it occurred twice (16.67%). Sixteen individuals reported they experienced them three to five times (17.78%). Four students replied experiencing sexual offenses six to ten times (4.44%). Twenty three students replied they experienced them more than ten times (25.56%).

Table 6: Number of Time Sexual Offenses was experienced

Answer	Frequency	Percentage
Once	32	35.55%
Twice	15	16.67%
Three to Five times	16	17.78%
Six to ten times	4	4.44%
More than ten times	23	25.56%
Total	90	100%

Students were questioned regarding the location of the sexual offence (see Table 7). Eighty nine individuals responded (25.28% of 352; 80.18% of 111) to this question. Of these 89 responses, 19 students reported the sexual offences occurring on campus (21.59%); 66 reported experiencing it off campus (75%); 4 reported both on and off campus (4.49%) Students were asked to specify where on or off campus this sexual offence occurred. Some students listed multiple answers and some students who stated the offences had occurred on campus or off campus did not specify the location which explains why the following numbers do not match the numbers at the start of this paragraph. The locations where people experienced sexual offences on campus and their frequency include: cafeteria/ restaurant/ shop (4), Facebook (2), everywhere (2), room (2), student lounge (1), in front of dorms (1), labs (1), class (1), soccer field (1), secluded meetings (1), gym (1). The locations where students experienced sexual offenses off campus include: hometown/ other cities (27), streets/ marche/ public places (13), night club (7), other educational places (3), home (2), everywhere (2), work place (1).

Table 7: Areas of Sexual Offenses On-campus and Off-campus

On-campus		Off-campus	
Category	Frequency	Category	Frequency
Cafeteria/Restaurant/Shop	4	Hometown/Other cities	27
Facebook	2	Streets/Marché/ Public Places	13
Everywhere	2	Night Club	7
Room	2	Other educational places	3
Student Lounge	1	Home	2
In front of dorms	1	Everywhere	2
Labs	1	Workplace	1
Class	1		
Soccer-field	1		
Secluded meetings	1		

Gym	1		
Total	17	Total	55

After, students were asked if they had ever felt sexually harassed (and were referred to the definition on page 2 of the survey). Of 338 students responded to this question (96.02%; see Table 8), a total of 179 students said yes to experiencing sexual harassment (52.96%). 163 students reported yes, by the opposite gender (48.23% of 338; 46.31% of 352); 5 individuals said yes, by the same gender (1.48% of 338; 1.42% of 352); 11 individuals circled two answers, by the opposite gender and the same gender (3.25% of 338; 3.13% of 352); and 159 individuals reported no they had not experienced sexual harassment (47.04% of 338; 45.17% of 352). When divided by gender: 134 female students had experienced sexual harassment from the opposite gender, 11 female students had experienced sexual harassment by the same gender, 63 female students reported not having experienced any sexual harassment, 40 males reported experiencing sexual harassment by the opposite gender, 4 males reported experiencing sexual harassment by the same gender, and 96 males reported not having experienced sexual harassment.

Table 8: Gender Ratio for Sexual Harassment Experiences

Gender	Frequency	Percentage
Female, opposite gender	125	36.98%
Female, same gender	2	0.59%
Female, both opposite and same gender	9	2.66%
Female, Yes Total	136	40.23%
Female, No	63	18.64%
Male, opposite gender	38	11.24%
Male, same gender	3	0.89%
Male, both opposite and same gender	2	0.59%
Male, Yes Total	43	12.72%
Male, No	96	28.4%
Yes Total (with both genders)	179	52.96%
Total	338	100%

Students were then asked to describe the type of sexual harassment they had experienced (see Table 9). There were 158 responses (44.89% of 352) with some students listing multiple types of sexual harassment experienced. Categories and frequencies include: verbal harassment (86), touching (19), physical advances (17), sexual advances (13), looking/winking (12), called bad names (9), following (6), whistling (5), emotional insults (5), physical signs/ gestures (4), stalked (4), unknown calls (4), rape (3), sex texts (3), intimate touching (3), threats (2), making sexual jokes (2), attempted rape (1), misconduct (1), and intimidation (1).

Table 9: Types of Sexual Harassment Experienced

Category	Frequency	Percentage (of 158)
Verbal harassment	86	54.43%
Touching	19	12.03%

Physical advances	17	10.76%
Sexual advances	13	8.23%
Looking/Winks	12	7.59%
Called bad names	9	5.70%
Following	6	3.80%
Whistling	5	3.16%
Emotional Insults	5	3.16%
Physical signs/ gestures	4	2.53%
Stalked	4	2.53%
Unknown calls	4	2.53%
Rape	3	1.90%
Sex texts	3	1.90%
Intimate Touching	3	1.90%
Threats	2	1.27%
Making sexual jokes	2	1.27%
Attempted rape	1	0.63%
Misconduct	1	0.63%
Intimidation	1	0.63%
Total	200	126.58%

Students were asked how many times they experienced sexual harassment and 170 students responded to this question (48.3% of 352; 94.97% of 179; see Table 10). Students who experienced it once totaled 29 (17.06% of 170). Students who experienced it twice is 16 (9.41% of 170). Those who responded experiencing sexual harassment three to five times: 38 (22.36% of 170). Those who had experienced it six to ten times are 20 (11.76% of 170). Those who had experienced it more than ten times is 67 (39.41%).

Table 10: The Number of Times Sexual Harassment was experienced

Answer	Frequency	Percentage
Once	29	17.06%
Twice	16	9.41%
Three to Five times	38	22.36%
Six to ten times	20	11.76%
More than ten times	67	39.41%
Total	170	100%

Students were then questioned about where the sexual harassment was experienced. There were 173 responses (49.15% of 352; 96.65% of 179; see Table 11). 38 students reported sexual harassment occurred on campus (21.97% of 173). 103 students reported the sexual harassment occurred off campus (59.54% of 173). 32 students reported it occurred both on and off campus (18.5% of 173). Thus, 70 students reported experiencing sexual harassment on campus (40.46% of 173). Of the individuals that replied, the locations and frequency of sexual harassment on campus includes: cafeteria/restaurant/shop

(13), gym (8), classes/ academic area (4), buildings 17, 38, 32 (4), labs/ library (3), everywhere (3), offices (2), student lounge (1), soccer field (1), Facebook (1), secluded meetings (1), in front of dorm (1), with friends (1), main gate (1), walking between classes (1), and main road (1). The locations and frequencies of sexual harassment off campus include: hometown/ other cities (28), marche (28), streets/ public places (27), apartment (6), everywhere (6), night club (4), restaurants (2), beach (1), workplace (1), and in a car (1).

Table 11: Areas for Sexual Harassment On-campus and Off-campus

On-campus		Off-campus	
Category	Frequency	Category	Frequency
Cafeteria/Restaurant/Shop	13	Hometown/Other cities	28
Gym	8	Marché	28
Classes, Academic area	4	Streets/ Public Places	27
Buildings	4	Apartment	6
Labs, Library	3	Everywhere	6
Everywhere	3	Night Club	4
Offices	2	Restaurants	2
Student Lounge	1	Beach	1
Soccer-field	1	Workplace	1
Facebook	1	Car	1
Secluded meetings	1		
In front of dorms	1		
With friends	1		
Main Gate	1		
Walking between classes	1		
Main road	1		
Total	46	Total	104

Afterwards, students were asked to specify the steps they would take if they found themselves sexually harassed. 271 students responded (76.99% out of 352; see Table 12). This was an open ended question for which students were asked to write in their answers. Some students gave multiple responses and some students gave inappropriate answers (i.e. enjoy, quit the country). 10 individuals reported they would kill the individual who harassed them (classified under defend yourself/ handle case yourself). Student responses were organized into the following categories with these frequencies: Handle the case by yourself (70); report to police/ authorities (54); ignore (39); Do nothing (30); administration (19); call parents/family (14); talk to someone (13); talk with friends (7); avoid interacting with the harasser (6); depends on situation (5); sue the person (5); don't know (4); inform the NoVA (2); avoid going to bad places (2); and report to housing office (1). Thus, students would most likely first defend themselves or handle the case themselves, then report it to the police/ authorities, followed by ignoring the harassment.

Table 12: Steps to Take if Sexually Harassed

Category	Frequency	Percentage
Defend yourself/Handle the case by yourself	70	25.83%
Report to police/authorities	54	19.93%
Ignore	39	14.39%
Do nothing	30	11.07%
Administration	19	7.01%
Call parents/Family	14	5.17%
Talk to someone/Seek external help	13	4.80%
Talk with friends	7	2.58%
Avoid interacting with the harasser	6	2.21%
Depends on the situation	5	1.85%
Sue the person	5	1.85%
Don't know	4	1.48%
Inform the NOVA	2	0.74%
Avoid going to bad places	2	0.74%
Report to the housing	1	0.37%
Total	271	100%

When asked if they thought they would tell someone if they experienced sexual harassment and/or offenses, 346 students replied (98.30% of 352; see Table 13). Two answers were miscoded, so only 344 answers were able to be used to calculate data. Of the responses, 268 were yes, they would consider telling someone about it (76.14% of 352); 76 responses were no, they would not consider telling someone about it (21.59% of 352). Of female respondents, 162 stated yes, they would tell someone, whereas 36 of them stated no, they would not tell someone. Of the male respondents, 106 stated yes they would tell someone if they experienced, whereas 40 stated no.

Table 13: Gender Ratios for Reporting Sexual Harassment/Offenses cases

	Female	Percentage	Male	Percentage
Yes	162	47.09%	106	30.81%
No	36	10.47%	40	11.63%
Total	198 (of 344)	57.56%	146 (Of 344)	42.44%

In the next question, students were asked to whom they would turn if they were ever confronted with sexual harassment and/or offenses. Students were asked to select their top three choices and order them, by marking "1" next to the person to whom they would go first (see Table 14). Only answers that followed these directions, listing their top 3 rank ordered preferences, were calculated, and there were 243 students (69.03% of 352). For the person most students would turn to first: friends (75); followed by mother (46); followed by AUI counselor (18). For person students would turn to second: Mother and Security both received the same number (43); followed by friends (39), followed by AUI Counselor (21).

The person to whom a student would turn thirdly included: Police (34), Security (33), and Faculty (27). Please see table below for complete frequency breakdown.

Table 14: To Whom to Report Including Order of Preference

Choice 1:	Choice 2:	Choice 3:
75 responses for Friends (30.86%)	43 responses for Mother (17.70%)	34 responses for Police (13.99%)
46 responses for Mother (18.93%)	43 responses for Security (17.70%)	33 responses for Security (13.58%)
18 responses for AUI counselor (7.41%)	39 responses for Friends (16.05%)	27 responses for Faculty (11.11%)
17 responses for Sister (7.00%)	21 responses for AUI counselor (8.64%)	17 responses for Administration (7.00%)
17 responses for Father (7.00%)	18 responses for Father (7.41%)	16 responses for AUI counselor (6.58%)
15 responses for AUI Health Center Professional (6.17%)	13 responses for Police (5.35%)	16 responses for Brother (6.58%)
14 responses for Security (5.76%)	13 responses for Non AUI medical professional (5.35%)	15 responses for Friends (6.17%)
13 responses for Administration (5.35%)	12 responses for Sister (4.94%)	15 responses for Mother (6.17%)
5 responses for Other (2.06%)	11 responses for Administration (4.53%)	14 responses for Father (5.76%)
4 responses for NoVA (1.65%)	8 responses for NoVA (3.29%)	14 responses for Sister (5.76%)
4 responses for Faculty (1.65%)	8 responses for Brother (3.29%)	9 responses for Religious figures (3.70%)
4 responses for Other Family (1.65%)	4 responses for Other Family (1.65%)	7 responses for Other (2.88%)
4 responses for Brother (1.65%)	4 responses for Religious Figure (1.65%)	6 responses for NoVA (2.47%)
3 responses for Non AUI medical professional (1.23%)	3 response for Faculty (1.23%)	5 responses for Other family (2.06%)
2 responses for Police (0.82%)	2 responses for Other (0.82%)	5 responses for AUI Counselor (2.06%)
2 responses for Non AUI Counselor (0.82%)	2 responses for RAs (0.82%)	5 responses for AUI Health Center (2.06%)
1 response for Housing Staff (0.41%)	1 response for non AUI Counselor (0.41%)	2 responses for Housing Staff (0.82%)
		2 responses for RAs (0.82%)
		1 response for Non AUI medical professional (0.41%)

Students were next asked if they believed their issue would be treated seriously when they reported the incident to someone at AUI, if they were a victim of sexual harassment and/or offenses. A total of 340 students responded (96.6% of 352; see Table 15). Among them, 66 students answered “yes, definitely” (19.41% of 340); 89 individuals answered “yes” (26.17% of 340); 139 individual stated “not sure” (40.88% of 340); 29 students replied “no” (8.53% of 340); and 17 individuals stated “no, definitely not” (5% of 340).

Table 15: The belief that the issues will be treated seriously

Answer	Frequency	Percentage (out of 340)
Yes, definitely	66	19.41%
Yes	89	26.17%
Yes (Total)	155	45.58%
Not sure	139	40.88%
No	29	8.53%
No, definitely not	17	5%
No (Total)	46	13.53%
Total	340	100%

Then, students were asked if they knew the AUI policy regarding sexual harassment and/or sexual offenses. Of the 340 students who responded (96.6% of 352; see Table 16), 182 students reported “yes” (53.53%) and 158 students reported “no” (46.47%). Among those who were aware of the policy, 176 individuals (96.7% of 182 yes’) provided answers regarding where they found the information and some individuals provided more than one answer. The following categories and frequencies were identified: AUI Handbook/ Catalog 91; Orientation Day 38; Friends 13; Classes 11; Other 10; AUI Website 8; Word of Mouth 8; Presentations 1; Student News 1; NoVA 1; and Café 1 (see Table 16).

Table 16: Where was AUI Policy about Sexual Harassment/Offenses Found?

Category	Frequency	Percentage
Handbook/Catalogue/Manual	91	50.57%
Orientation day	38	21.59%
Friends	13	7.39%
Classes	11	6.25%
Other	10	5.68%
Word of Mouth	8	4.55%
Website	8	4.55%
Presentations	1	0.57%
Student News	1	0.57%
NoVA	1	0.57%
Café	1	0.57%
Total	176	100%

Part 2. Interview Results

The next section of this report includes the detailed analysis of the interview data gathered in the AUI community by students in HRD 4302.

Analysis of student interviews. Eight AUI students participated in the interviews.

Ethnicity, age, home country, major. With regard to demographic information, the ages of participants ranged from 17 and 25. Most of the interviewees' home country is Morocco, whereas others came mainly from the United States of America. Majors vary as well. Students are from different majors: engineering, finance, human resource development, MBA and master of corporate finance.

Awareness of AUI policy regarding sexual harassment and offences. From the interviews, a few issues can be pinpointed about how aware AUI students are of sexual harassment and offences inside or outside the campus. Of the eight interviewees, two (25%) were not aware of the policies concerning sexual harassment; three (37.5%) were aware but did not know or remember the sanctions related to such behavior on campus; and the other three (37.5%) were aware and able to share content they remember. For example, an interviewee stated, "these acts are not allowed and they will be punished by the rules through suspension or expulsion of the person who is responsible." The three interviewees talked about general cases of prohibition, classifying sexual harassment and offences as one of them, and mentioned both suspension and dismissal from the university.

Sexual harassment cases. Concerning sexual harassment and offences cases, it was found that the majority of the interviewees had already experienced it but in different ways and both off and on campus. For the location where it happened, the majority of interviewees answered off campus, but that does not exclude the fact that a minority was harassed on campus too. Concerning international and exchange students, it was seen that they also experienced sexual harassment but only off campus.

In regards to their experiences with harassment, harassers were mainly males, and the harassment was mainly verbal accompanied with unpleasant looking. There were two cases of physical sexual harassment. One was off campus when a local boy tried to touch a female student: "I was shopping in the local market of Ifrane (Temedikin). He was talking about my body in a very offensive way and he tried to touch me. The second one was on campus in the queue in the shop. The second case was described as follows: "One day as I was in the shop waiting in the queue [and] some random guy that I never saw in my life, who was with two of his friends behind me, they were laughing and whispering and giggling. [A]t some point I felt someone touching me but I just thought I was being paranoid, but the guy was actually fingering me. He touched my buttocks and pretended like it didn't happen and his friends were laughing pretty hard."

How and when sexual harassment occurs is while students are doing normal activities outside the campus such as shopping, traveling in Morocco, and bike riding. There is also a case where a student was accused of sexually harassing a girl. One other person said in the interview that even the police harassed her off campus. According to her, "[i]n the airport I got verbally harassed by the policeman and bribed." There is another case where a student said that acts of sexual harassment are not explicit and direct, but unpleasant. Another one experienced some verbal harassment off campus while traveling to the north of Morocco as well as from authority such as the police.

Factors that lead to these cases. In the students' opinions, there are several different factors that may lead to sexual harassment. According to the interviewees' responses, both Moroccan and international females experience sexual harassment. The interviewees stated the different factors that seem to lead to harassment of female international students are: hair color, dressing styles, as well as the fact that since they are international students, and therefore different, may attract more attention. Another factor mentioned among the interviewees' responses is that some women expose a lot of their skin which might be provocative to men. Students mentioned an additional factor was females' behaviors. The interviewee explained that certain behaviors can be misinterpreted as being "bad" or not appropriate and therefore it can lead the harassers to view the female being harassed as "an easy person to get to." Additionally, if a female refuses to dance with a male, the male may sexually harass her. Further, disrespectful attitudes of men toward women may lead to sexual harassment. Finally, dress code was the most repeated answer regarding the cause. One female interviewee mentioned "they wear inappropriate clothes such as short skirts, short shorts so basically I think that they provoke sexual harassment." Concerning male students, according to the student interviewees, there does not seem to be any one factor that leads to them being sexually harassed.

Impact of sexual harassment on the professional level as well as the personal level. When assessing the eight interviews conducted with AUI students regarding the impact of sexual harassment on their professional life as well as on the personal level, two out of eight students did not feel the impact on their professional nor personal level. One of the Moroccan female students explained that it is sad and worrying to have such behavior. As a Moroccan female who grew up in a big city, she just got used to this behavior from men who have no respect for women. Literally, she said, "we kind of got used to these awful behaviors. It doesn't mean that it doesn't make us feel anything, it makes us feel sad to live in a society that doesn't show any respect for females." While the matter did not affect some of the Moroccan females, an international student stated that this issue did not change her perception of Morocco and did not affect her on the professional level but it just made her careful about going out and walking alone, so it did affect her on the personal level. However, another international female student reported she was affected in terms of the personal level and she said, "it gave me a bad impression about certain people in Morocco, and of course, this can lead sometimes to stereotypes. You can think that everyone is like that from a certain social level or from a certain group."

The rest of the students interviewed were affected on both professional and personal level. They feel like it is degrading and annoying. People should not be degraded to their outer appearance and treated as sexual objects.

Would victims entrust AUI or seek help from NoVA. In the process of these interviews, students were asked: "if people are harassed, would they trust the administration with their case and will they be taken seriously?" In these interviews, the biggest challenge for the interviewees seems to be trust. From the information gathered in these interviews, most students consider that the administration would try to preserve its reputation by not making the situation public. From one of the interviewees, one student shared her uncomfortable feeling regarding limited consequences when a case is reported. She shared that even if student was harassed and reported it, the harasser was not punished. One student shared that the NoVA does not know for sure if the cases will be taken seriously and added that the NoVA should not only focus on doing a needs assessment on sexual harassment, but also a needs assessment on whether these cases will be part of a movement to eradicate sexual harassment.

Actions taken when being sexually harassed. Based on the interviews conducted with students of varying age, gender, and ethnicity, every one of them has a different approach in dealing with the situation when being harassed. Some of them said that they would turn to higher authorities in order to catch and punish the harasser. For the case of the Moroccan males, they said that if they ever witness a sexual harassment situation, they would go and intervene by talking to the harasser and tell him that what he/she is doing is wrong. Furthermore, one of the responses was to ignore the harasser and snub them, because as it was mentioned in one of the interview responses, if a female responds harshly to the harasser, she might get hurt. Therefore, females may avoid responding for fear of being hurt by the harasser. One female student said that when she was harassed, she remained as calm as possible even if she was furious. She added that the reason for which she did not respond was her fear for her safety. Thus, since the situation happened outside campus, she rushed, took a cab and came back to campus. Another female who happened to respond to the harasser mentioned “I was one and I took care of it by force but then I didn’t realize that I put myself in danger, so, next time I’ll turn to the security instead and let them take care of it.”

Actions to prevent sexual harassment. Most of the interviewees expressed their discontent that sexual harassment cases are not addressed seriously in Morocco, because sexual harassment nowadays is considered as a crime in many countries. Making sure that people know about the consequences of sexual harassment was the predominant answer among the interviewees. An international interviewee said, “I think that the actions that should be taken into consideration is to make people aware of the consequences of the sexual harassment and that most of students should be capable to take action in reality not virtually.” Interviewees also agreed that the university should develop an anti-harassment policy that should be applied in many workshops. Almost all of them asked for more awareness. Some of the interviewees agreed that in order to prevent sexual harassment people should be aware of the definition of sexual harassment and its consequences. However, some interviewees did not give their opinions on what actions to take to prevent this problem. Furthermore, interviewees shared their reservations regarding the university’s potential conflict between preserving its image and preventing sexual harassment from happening. Some interviewees mentioned that the security department and the NoVA should inform the public of how bad sexual harassment is.

Suggestions to the University, NOVA, and student body concerning this matter. At the end of the interviews, interviewees were asked to provide some suggestions to the university, the NoVA, and the student body concerning the issue of sexual harassment and offenses. Concerning suggestions addressed to the university, interviewees proposed that the university must have a clear policy that deals with sexual harassment/offenses and it should take this matter more seriously and rigidly apply the policies concerning this matter. Consequently, the university will maintain its reputation and provide a safe environment for its members. Additionally, the university should get the clubs to discuss this issue and raise awareness among all the people in AUI community to deal with this social problem. Different interviewees also recommended organizing conferences to inform students about the policies, attract students who have been sexually harassed, and encourage them to speak up. Other interviewees suggested that presenting realistic data to the AUI community would help the students, staff, and faculty to have a clearer idea about the seriousness of the sexual harassment/offences matter on and off our campus.

Regarding the suggestions to the NoVA, interviewees recommended that the NoVA should make sure that everyone on campus knows about its existence and its mission through sharing its goals with all

members of AUI community and distributing flyers all over the campus to attract the most attention possible. Moreover, the NoVA should develop a strategy concerning attracting sexually harassed students.

Interviewees also had suggestions for the student body. The interviewees recommended that victims of sexual harassment/offenses should not keep their experiences for themselves; however, they should report it even if they are not directly concerned with the harassment. In other words, both victims and witnesses should report sexual harassment acts. In addition, different recommendations addressed the inappropriateness of clothing for some females at AUI which, according to student's perceptions, provoke the opposite gender. Accordingly, interviewees suggested that AUI should apply a strict dress code inside the university.

Analysis of administrative interviews. Five AUI administrators who directly or indirectly deal with sexual harassment cases participated in the interviews.

Ethnicity and gender. Of the five participants, three of them were males and two of them females. All of the interviewed administrative personnel identified as Moroccans. Of the four who stated length of employment, three of them have been at AUI for over 10 years, and one was new to the institution.

Noticing cases. Four of them answered the question regarding having witnessed cases about sexual harassment or offenses. Three of them (75%) affirmed never witnessing a case, while one (25%) reported that he did. Three of them (75%) also stated that they received complaints about sexual harassment or offenses, while one (25%) verbalized they never heard a protest about this issue. Some of the most noteworthy quotes about receiving complaints were: first, "Yes, from girls feeling insecure with some boys", second, "Yes, from both genders", thirdly, "The complaints are generally directed to the housing services, unless it is really serious."

Interviewers received different answers when asking about the number of cases per year. One administrator stated that there were absolutely no cases per year; two reported that there was only one case per year, and two other administrators affirmed that there were two cases per year. Considering all answers, there does not seem to be more than two cases per year of which administrators are aware.

When they were asked about the types of cases, four of the administrators (80%) answered. Two of them mentioned that this information cannot be shared because it is confidential, one mentioned an issue between Moroccans and other nationalities, and the other one mentioned whistling. Some of the statements the interviewees made concerning confidentiality issues are: "No possession of information as it is confidential up until disciplinary committee, none this year so far" and "Not sure, as it is a confidential matter."

About student-professor sexual harassment cases, there was one out of five administrators who acknowledged the fact that it happens. This interviewee stated: "[t]here is a professor for instance or something, but I still have to take their course, there is a grade, there is you know that stuff. But that should not be ... a reason... That is the only way to stop something ... When you don't do something about it and you don't tell somebody. Hopefully the person will be honest and say the truth rather than

make up stuff because that stuff could happen, too. I mean definitely reporting things if you want to stop something.”

Personal experiences. While asking the administrators about whether or not they have previously been victims of sexual harassment, two answers were received. Of the two, one had never been a victim, and the other one found herself being a victim of whistling. The victim of whistling gave more details about what happened: “Yes, I was coming back from the gym, I have been told ‘Hot, hot girl’ in a very loud manner; it was a student.”

AUI policies and procedures. Concerning AUI’s approach to sexual harassment, four of the five administrative interviewees answered: three of them were confident that within AUI, sexual harassment is not tolerated, one of them said that when it occurs, it is given full attention as the purpose it to make the university exemplary. This shows that the administrators have strong confidence in the University’s policies against sexual harassment. Some of the interesting quotes for the tolerance of sexual harassment on campus were: “Very clear. it is unacceptable among our community,” and “the mission of this university is an educational institution, we want this institution to be exemplary in terms of all these issues and harassment in general is a big issue with the framework of the respect which is due to everyone and think that the policy of AUI deals with this issue and full attention is given to any case that is reported to the university.”

Regarding the different actions to be taken against sexual harassment and offenses in Al Akhawayn University, four of the administrative interviewees answered differently as follows: one should be on the side of the victim (one answer), one should follow a long process (gather a committee, discuss the problem, etc.), one should listen to both sides concerned with the case, and one should withdraw the harasser from the university if there is enough proof.

Furthermore, concerning the actions that should be taken to stop sexual harassment, four out five administrators expressed the following: one should talk about it and take the appropriate measures to prevent it; one should organize awareness campaigns; there should be an orientation session and the “No Violence” day by the NoVA as “ they have awareness campaign, testimonials, where people have to testify as to what they have lived or their friends or family have lived and there are sessions in the building 2 where they do talks and when they try to develop that sense of security and of course in the orientation of the beginning of each semester, where we talk about the regulations in the students handbook and we talk about university material;” and create more surveillance and awareness brochure to deal with it, as one interviewee stated, “[w]ell the security staff has been working on awareness brochures for newcomers, and we have also installed many more surveillance, emergency phone calls and safety cameras all over campus. We have a special page on sexual harassment in a website project because we want to facilitate the access to information, but we are still waiting for it to be installed;” and one should support students outside the university as well. Here is a quote on the steps that need to be followed: “Hear both sides, form a disciplinary committee (VPs, Deans, Professors and SGA). Discuss with the chair committee about the information gathered, hear both sides again, call witnesses if there are any, then there is a discussion, then a deliberation and an approval of the president.”

To the question of whether or not the policies of AUI are enough, four people out five answered and the answers were divided on whether or not AUI policies and regulations are sufficient to tackle sexual harassment issues on campus. Two stated that the student handbook is enough; one stated that AUI

policies are not enough; and the other one said that it is actually the students who should be asked this question. Two quotes concerning the utility of the student handbook: “The handbook contains information and students are responsible for the information,” and “It is clearly explained in the handbook.” Further, one interviewee who stated AUI policies are not enough verbalized “[s]top ignoring it and confess that it exists and that measures will be taken.” Another interviewee stated “[t]he main challenge is actually encouraging students and victims to come talk to us and report their problem. Since we do not accept anonymous reports, many students get afraid that their problem will go out, and that their parents will find out about it. Also some girls are afraid to be judged by others and that their reputation will suffer from it. Unfortunately, sexual harassment and offenses are still taboo here in Morocco.”

Two administrators who answered a question regarding the time needed to solve sexual harassment had different viewpoints. One answered from 1 day to 1 month, and the other person was unsure, saying that it depends on the case. About the question on how to protect the victim, all of the administrative interviewees answered, and the answers include: one should not blame the victim; the counselors were provided for this matter and that no case really proved a need for more than counseling, as evidenced by “[v]ery often we enlist the support of the counselor, the psychological counselor, and we ask the person to see the counselor, and very often there is no need for further specialized sessions because we find that often students that complain about what happened, but it is not very traumatizing because often it remains on the level of words. We have rarely to deal with serious case of sexual harassment when the people get violent or threatening”; one was not sure about confidentiality and the health’s center support, shown by: “[w]ork in confidentiality and support victims. Use the help of counselors and the health center;” one should deal with the case as soon as possible, call witnesses, if any, and send the case to vice president, as quoted: [a]s soon as a something is reported to us, the investigation starts immediately. Then there is a follow up, we contact witnesses if any, and the next day the case is sent from our department to the Vice President of Student Affairs.”

Recommendations to the university, NoVA, and students. Administrators provided suggestions to the university as follows: the university should help the students as it can happen to anyone; the institution should set up a Zero tolerance policy; the university should organize awareness campaigns; students should talk about it and make the university an example in dealing with such issues. A quote about making the university an example is: “Personally, I want this university to be exemplary and all such acts at the university I mean we need actually to be serious about it and we hope actually that people will help us I mean people who are subject to anything because it starts with small things, you don’t want to talk to someone, and they force you to talk to them, that’s harassment and sometimes people take it easy, no it’s serious, and I think that if we don’t report, if we don’t act together, not a lot of things will change.”

Three administrative interviewees also gave suggestions to the NoVA: they should organize awareness events; and the cases should be solved individually. A suggestion on awareness events was, “Awareness events; maybe have two events and maybe specialized ones date rape, mutual respect...”

Four administrators also gave suggestions to students: three suggested that they should talk about sexual harassment/offenses if it happens, and one mentioned that the SGA should promote a non-violent atmosphere to prevent sexual harassment and violence. A quote regarding the role of SGA in the

prevention of sexual harassment was: “SGA can do more to promote this no violence atmosphere and to prevent sexual harassment and sexual violence.”

Analysis of staff/faculty interviews. Four staff/faculty members participated in the interviews.

Ethnicity and gender. Three of the participants were male and one female: two of them were staff, and two others were faculty members. Also, two identified as Moroccan and two identified as International. In terms of length of employment, two of them have worked for AUI for over 10 years, while the other two were new, having worked at AUI less than two years.

Cases noticed. When asked about the issue of sexual harassment or offenses in the AUI community, one interviewee reported that the AUI environment was changing, and sexual harassment is a phenomenon that started increasing. Two interviewees said that they had heard about sexual harassment cases among students, staff, faculty and others, but never experienced it. And the last interviewee just replied by saying ‘no’.

According to the first female interviewee, the issue of sexual harassment intensified and became more apparent in the last years inside the university as she believes that there is a change in behaviors. She personally witnessed many cases of sexual harassment, plus many students told her about their experiences, which was not the case in the past. The second interviewee said that he only heard about second and third hand rumors. The third interviewee also mentioned noticing many cases of sexual harassment coming from students, staff, faculty and other people. The fourth interviewee does not know anything about the matter as he has been at AUI for a short period of time.

About the kind of sexual harassment noticed, different answers included: “being sexually harassed by a ‘friend’ who ended up being violent;” “More annoying (people insisting), whistling sometimes, but it is tolerated...;” and two said that they had never noticed or witnessed any sexual harassment behavior. The first interviewee noticed that a girl disappeared from her usual activities. After asking her why, the girl verbalized she was being sexually harassed on regular basis and that is why she decided to withdraw herself. Additionally, an interviewee reported noticing a type of harassment in which some people insist and keep on doing their behaviors, and others were whistling; however, according to her, “it is tolerated.” The second and fourth interviewees did not notice any behavior related to sexual harassment.

Interviewees were asked to provide more information on who was involved in these incidents. From the two interviewees who were aware of the issues, it was learned that sexual harassment/offense cases happen between students and students; and between student and faculty. So there were cases of students harassing students according to the first and third staff, and there were also some faculty who harassed students according to the third interviewee. According to her perception, “students were mature enough to deal with it themselves.” She also added that “students [victims] seem to like it to some extent, but it can lead to aggression and assault.” Both of them who have been at AUI for a long period of time stated that there currently are cases of sexual harassment in the AUI community.

Personal experiences. When asked if they had personally experienced sexual harassment or offenses in AUI, three out of four interviewees responded ‘no’. A female staff member was the only person who reported being a victim of sexual harassment on campus. The harassers were external

footballers, who did not belong to the AUI community. The other male faculty and staff said that they had no experience with the matter, and one faculty mentioned that sexual harassment is exclusively done by men towards women and that old people are not likely to experience such behaviors and acts.

When the interviewees were asked whether they have ever been asked by a student for a favor in return for sexual flirtation or intercourse, two out of four answered 'no', one refused to answer, and the other interviewee said 'yes'. The female staff was the only person who was asked for a favor in return for sexual intercourse by a student. However, a male staff member has also been a victim of sexual harassment in previous work experience.

For a question related to how they would address a situation where they experience sexual harassment or offenses, one interviewee expressed that he would talk personally to the harasser, and then report it to security or administration. The other interviewees verbalized that "he or she would talk to the Vice President," or "I would tell no to the harasser but remain polite about it." A male interviewee did not expect experiencing any kind of sexual harassment, while a female interviewee is willing to report the issue to the VP in order to prevent the same thing from happening again to other people.

Interestingly, all staff and faculty interviewees stated that they had never experienced or witnessed any sexual harassment behavior among their colleagues in their departments. However, the female staff mentioned that she noticed cases of sexual harassment involving faculty and staff people but not in her department.

A question was included about sexual harassment experiences outside of AUI, and two out of the four interviewed faculty and staff said that they didn't know/or did not witness cases. One interviewee noted that he was harassed by a female colleague in his first job, and another male interviewee shared that his wife experienced sexual harassment in another country but not as much as in Morocco.

AUI policies and procedures. Concerning the main actions or procedures that need to be taken to help victims of sexual harassment or offences, some of the interviewed faculty and staff proposed procedures and actions based on their perceptions. Their responses include: victims must get all the counseling and psychological support they might need, and at the same time harassers must also be punished severely; we should encourage people to talk about that issue especially females who would prefer to stay silent and hide their sufferings; and everyone should know about the policy to prevent sexual harassment and help the potential victims.

Recommendations to the university, NoVA, and students. All the interviewed staff and faculty provided some suggestions to the university. They are: increasing the community awareness regarding sexual harassment by putting flyers or posters all around the AUI campus; emphasizing the importance of analyzing the different causes of the problem; comparing our university with other universities in which there is no sexual harassment; giving severe punishment to harassers; de-emphasizing gender roles in the society and schools; providing more counseling and also an online forum with counselors in which people can post their thoughts anonymously; and having a clear policy to be published and known by everyone. Some relevant quotes include, "If there is sexual harassment here, you have to change the attitude that excuses it, and maybe you need to have education about it at the very least. If someone is reported for sexual harassment, the punishment should be severe;" "we are in a place where very traditional gender roles are enforced in an official level, I mean by that in school, women and men will be looked in a

different ways and this might increase the occurrence of sexual harassment, and I have heard and noticed that here in Morocco.”

As for suggestions to students, according to one interviewee, students should become aware of the fact that sexual harassment is a very bad behavior: “Sexual harassment is a bad behavior because it hurts people, so to prevent it we have to foster a community that is not approving of such behavior using education and reinforcing punishment and that’s not the administration, that’s the student. So if someone commits sexual harassment, others should despise and look at him/her in disgust in order to discourage such acts.” Another female interviewee shared her viewpoint on blaming women for harassment, and that language such as, “girls don’t dress respectfully,” should be eradicated as society needs to create and foster mutual respect between genders. A male interviewee mentioned that students should benefit from the orientation days to know about the policy regarding sexual harassment.

Discussion

Interpretation and Recommendations

With the stratified sample that represents approximately 20% of the AUI student body, the results could be generalized to its population, AUI student body. The fact that 21.61% of the respondents did not correctly match the definitions of sexual harassment and sexual offenses might represent the reality that many students are confused between the meaning of sexual harassment and sexual offenses. This hypothesis is bolstered by the student interviewees who stated that many people do not understand the difference between these concepts. For example, several individuals answered Question 13 by stating they had been raped/ attempted rape, which qualifies as a sexual offense, and should have been categorized as such and listed as an answer to Question 10. There could be several reasons for the lack of awareness. First, it could be because of the underuse of the Student Handbook, partly due to its cost. Second, the policy and guidelines available in the Handbook and on the AUI website may not be specific enough to encourage students’ actions against such disruptive behaviors. Finally, AUI does not often disclose cases of sexual harassment or offences as the university may be trying to preserve the image of a safe and respected campus in Morocco and worldwide. Therefore, it is imperative that further education be provided to the student body regarding sexual harassment and sexual offenses.

This suggestion comes not only from the quantitative data, but also the results of the qualitative interviews. The students who were interviewed emphasized that the community needs to be aware of the definitions of these concepts. Ideas for this type of education include role plays/ live demonstrations (perhaps by students) followed by discussions led by NoVA members. Further, discussion of which (sexual harassment/ offenses), if either, is “acceptable” and what disciplinary levels AUI enforces in relation to these two AUI policy violations. Additionally, providing education that a person (student, staff, administrative or faculty) may come to NoVA to discuss either sexual harassment or sexual offenses is key, as it is important that community members clearly understand NoVA takes all violations seriously. Moreover, recommendations for NoVA include developing clear objectives and a strong educational system, providing support for victims, building a positive reputation on campus, and collaborating with administrators. Additionally, the results mentioned strengthening the role of the counselors by informing students about the effects of sexual harassment and sharing coping strategies with students while also having a specialist available who specializes in sexual harassment.

When asked if they had ever experienced sexual offenses, 111 students reported they had. This is 32% of the student responses, which is a very large number. This equates to about one third of the responses, which if generalized to represent the AUI student body, is a frightening number of individuals that experienced sexual offenses. Related to the previous question, however, some of the written responses would be more appropriately categorized as sexual harassment, which reinforces the need for education. Regardless, these students interpreted their violations as being sexual offenses and therefore the data should not be excluded. The majority of individuals that experienced sexual offenses were females, however, one fourth of those that answered yes, were male. Therefore, the issue of sexual harassment and offenses affects the whole student body and thus all initiatives, education, and training should be directed at the entire student population.

When students were asked to specify how they had been forced, the majority listed they had been physically forced and/or emotionally forced. Additionally, of grave concern is the fact that two individuals reported being forced by an authority figure. A fundamental aspect of this education must be in regards to physical and emotional force. Underneath this lies cultural inequality between genders which may be a significant contributing factor to the physical and/or emotional force being used. In order to address this inequality, it is suggested that attitudes of the student body and AUI community (staff, faculty, and administration) be examined. This may be done by asking questions to small groups of students, staff, faculty, and administrators, separated by gender. It is important to separate groups by gender as mixed gender groups will lead to less honest answers. Types of questions that might be asked are:

- What is the role of a man/woman in today's world?
- Where did you learn this?
- How fair/ just is this role of a man/ woman? It would be interesting to ask this question to both genders; to see how fair the men view a man's role in today's society as well as a woman's role. Same for the women: how fair do they think a woman's role is in society? A man's role?
- How come this role is fair/unfair?
- How appropriate is it for a man to use physical force in situations? How come?
- When, if it all, is it not appropriate?
- How appropriate is it for a woman to use physical force in situations? How come?
- When, if at all, is it not appropriate?
- What, if anything, needs to change about a man's/ woman's role in society? Again, important to ask both questions to both genders.
- How come?
- What might it look like if both genders were equal in Morocco?
- What do you think about that?
- What would disadvantages be to gender equality?
- What would advantages be to gender equality?
- How important is it to you that gender equality is obtained?
- How do you communicate romantic interest to someone?
- What if they do not reciprocate it?
- Whose needs are most important in a romantic relationship? How come?

- What do you do if your romantic partner does not want to engage in the same type of sexual activity?
- Is this okay?
- What are the similarities men and women share?
- Get students to: Identify rape myths and dispel them themselves. One way might be to give them a “quiz” which lists varying statements and then student marks them as T/F. Then discuss their answers.

It is imperative to increase each gender’s ability to identify with the other gender as this will lead to an ability to empathize with the other gender, and therefore, decrease violence towards the other. Thus, focusing on similarities, rather than differences, is key.

This type of small group discussion (also known as a focus group) will serve at least two purposes: 1. Allow group leader to start to identify attitudes held by students, and how important or unimportant, according to students, it is to change these attitudes as well as 2. Initiate the idea of change in the students’ thought process. Considering that there might be a problem is the first step in the change process (Miller and Rollnick, 2002).

Moreover, there should be flyers throughout campus reinforcing gender equality and AUI’s no tolerance policy regarding sexual harassment/ offenses. These flyers should be changed/ rotated on a regular basis (once/quarter) in order to prevent desensitization to the topic from occurring. This idea of flyers is also supported by the staff and faculty, as seen by their responses in the interviews. They suggest increasing awareness regarding sexual harassment by posting flyers around AUI campus, and changing attitudes regarding this type of behavior by removing gender roles from school. Further, the students interviewed recommended that NoVA make flyers as well.

Another grave concern for the community is the number of times with which students have experienced sexual offenses. Of the students that had been offended sexually, 25% had experienced sexual offenses more than 10 times. While this number may be inflated due to misunderstanding on the student’s part as to the difference between sexual harassment and sexual offenses, it does not undermine the gravity of the situation: one fourth of the student body has been subjected to multiple infringements of their rights. While NoVA may not be able to control what happens outside of AUI, it can work to decrease these numbers on campus.

Therefore, the number of students that have experienced sexual offenses occurring on campus must be addressed. Of the 111 students that reported experiencing sexual offenses, 89 responded to where it occurred, of which 23, or 25.84%, of them reported experiencing sexual offences on the AUI campus. This is unacceptable. If this sample is taken to be representative of the whole population, this would mean that one quarter of AUI students who are experiencing sexual offenses are experiencing them on campus.

Furthermore, the majority of students (52.96%) responding to this survey have experienced sexual harassment. Similar to the sexual offenses, both males and females have experienced sexual harassment, indicative of the inclusive nature of this problem. The majority of students who reported experiencing sexual harassment were female. When asked what type of sexual harassment they had experienced, the category with the largest number of responses included verbal harassment, followed by touching, and physical advances. This highlights the need for increased respect between genders and an

understanding that verbal comments, touching, physical advances, and all forms of sexual harassment and sexual offenses are violations of human rights. As members of staff and faculty mentioned the need to foster an atmosphere of mutual respect, this occurs by increasing empathy between individuals which can be done through the focus groups described above. This can also be done by highlighting similarities rather than differences among individuals. Some similarities include the results of this survey, that both men and women reported experiencing sexual harassment. More questions for focus groups include:

- What does it mean to them (students, staff, faculty, administration) that it (sexual harassment/offenses) is occurring to both genders?
- If they've experienced sexual harassment or offenses, and are willing to talk about it, how did it make them feel? What can they imagine it would feel like, if they have not experienced it?
- Are they okay with continuing to be treated that way?
- What are they trying to communicate to the opposite gender via verbal comments, touching, etc?
- How well does this type of communication work in achieving his/her desired result?
- How do you know if you are being respected or disrespected?
- What are other ways your intentions (attraction/ interest) could be communicated?
- What similarities are shared between men and women?

The point of asking these questions is to increase similarities between genders and have the community start thinking. While it might be "easier" to tell the community the answers to these questions, research shows that it is more meaningful for an individual to come up with his/her own answers rather than be "told" something. When an individual comes up with his/her own answers, he/she owns the answers themselves and are more likely to remember them and this will increase an individual's likelihood to change.

Of great importance is the fact that two individuals reported experiencing sexual harassment from AUI professors. These individuals reported experiencing "unwelcomed behaviors" and "verbal sayings." While two individuals reported experiencing this, it is plausible to hypothesize that others completing this survey have similar experiences but were afraid to report these experiences due to fear of repercussions, lack of confidentiality, or other concerns. Similarly, if two individuals out of 352 students reported experiencing harassment from AUI professors and this survey generalizes to the whole student body, this means that more students have most likely experienced sexual harassment or offenses from AUI professors. Of additional concern is that staff and faculty reported in their interviews that there have been times they have been asked for favors in exchange for sexual favors. There are also reports of sexual harassment involving faculty/ staff in departments within the university. Further, one administrator verbalized experiencing harassment on campus. It is interesting to note that only one of the five administrators interviewed answered the question about student/ professor sexual harassment cases. The fact that this is occurring is unacceptable according to AUI policy and must be eradicated.

Ideas for how to extinguish these types of behaviors on campus involve a two-fold approach. Firstly, it must be made clear to all AUI administration, faculty, staff, and students that these violations will not be tolerated and that there are clear, transparent procedures and disciplinary guidelines that will be followed at all levels. All individuals must know what procedures are in place to file a report of sexual

harassment and/ or offenses against another student, staff, faculty or administrative member. In addition, it must be guaranteed that an individual's confidentiality will be guarded with the utmost protection. This means limiting the number of individuals involved in an investigation of report, expediting the investigation so it is resolved in a timely manner, and discouraging and/or denouncing any rumors when they arise. Moreover, the investigation must be carried out in a consistent manner for all reports made, regardless of tenure or ranking held by an individual. Similarly, this applies to the disciplinary process. The regulations set forth in the disciplinary guidelines must be consistently applied regardless of status of the individual involved.

Secondly, in order to decrease the frequency and severity of sexual harassment and offenses occurring on campus, all individuals in the community must be aware that AUI is applying the procedures and regulations in a consistent and fair manner. If guidelines are in place, but not being consistently followed, this will create an atmosphere of mistrust and further promote an image of inequality. This will, in turn, lead to continued sexual harassment and offenses occurring by and to all members of the community. These ideas were generated by the students, administration, staff, and faculty interviewed, in addition to the writers of this report. Staff and faculty mentioned that perpetrators need to be punished and everyone needs to know the AUI policy regarding sexual harassment. Some administrators stated that AUI policies are not enough and the University needs to initiate a zero tolerance policy. Contrastingly, some administrators expressed that AUI's policy is very clear and sufficient. The students interviewed stated the AUI policies are not specific enough regarding sanctions against sexual harassment and/or behavior. Moreover, the students suggested AUI must have a clear strategy for dealing with sexual harassment and apply it systematically. In further support of transparency, it is recommended that regular meetings involving faculty, staff, administrators, and students be organized to facilitate open discussions regarding sexual harassment and its consequences. Similarly, research results suggest administrators, faculty, and staff encourage students to talk about their experiences.

Another idea the administration suggested is that the student government association (SGA) should be involved in promoting an atmosphere without violence and prevention of sexual harassment and violence. The students also vocalized involving the clubs at AUI to have discussions on this topic in their meetings, or even start a club which advocates this topic, and benchmarking with other universities that have low levels of sexual harassment/offenses on campus in order to emulate similar initiatives. Likewise, students may carry out individual or community service projects addressing sexual harassment. Staff and faculty suggested that providing more counselors to the students would be beneficial, as would creating an online forum with counselors in which people can post thoughts anonymously. Taking it a step further, creating a support counseling group for students who were victims of sexual harassment and/or offenses would be very beneficial.

The majority of students who had experienced sexual harassment reported experiencing it more than ten times (39.41%). This number quantifies the magnitude of this problem for AUI students. Similarly, a large percentage of students (40.46%) reported experiencing sexual harassment on campus. The significance of this number must not be overlooked. This is almost half of the student body sample reporting experiencing sexual harassment on campus. There appears to be a stark contrast between this number and what the administrators interviewed reported, which was two cases per year. While sexual harassment is not only deplorable in an off campus setting, in a learning environment this has grave implications.

Implications

If individuals are experiencing, or at risk of experiencing, sexual harassment and/or offenses, this may negatively impact them in a number of ways. For example, if a student is worried about experiencing these offenses and/or harassment, they may be unable to concentrate in class or when studying, depending on who and/or where the perpetrator is located. Additionally, research shows that women who are sexually objectified, “which is the experience of being treated as a body (or collection of body parts) valued predominately for its use to (or consumption by) others” (Fredrickson & Roberts, 1997, p. 174), [which is occurring any time sexual harassment or sexual offenses happen] can lead to self-objectification where women and men view and treat themselves as a body. Individuals who self-objectify are at an increased risk of experiencing depression, which will negatively impact functioning in school (Fredrickson & Roberts).

Moreover, self-objectification is thought to interfere with cognitive performance by diminishing cognitive resources required for challenging tasks (Fredrickson & Roberts, 1997). Experimental studies suggest that women in highly objectifying situations: demonstrate poorer attention span (Gay & Castano, 2010) and perform worse at math tasks (Fredrickson, Roberts, Noll, Quinn, & Twenge, 1998). Furthermore, women with high levels of trait self-objectification demonstrate poorer motivation and self-efficacy for math tasks (Gapinski, Brownell, & LaFrance, 2003). Self-objectification may contribute to a decreased awareness of one’s internal physical and mental states.

Thus, three possible consequences resulting from sexual harassment and offenses which directly impact a student’s academic performance are: decreased attention span, performing worse at math tasks, and an increased risk of experiencing depression. The research results detailed above are supported by the qualitative interviews with AUI students where four to six out of the eight interviewed, reported that the harassment they experienced impacted them on both personal and professional levels. Additionally, a staff member reported noticing a student who withdrew herself from the community after experiencing sexual harassment. Interestingly, there appears to be a discrepancy between how administrators perceive sexual harassment to impact AUI students and how students perceive it as evidenced by the responses some administrators gave versus the students’ responses in the interviews.

Further Recommendations

The areas on campus which were reported as areas where sexual harassment was experienced are: cafeteria/restaurant/shop as the most popular site for these acts, followed by the gym, followed by the classes/ academic area. Ideas to decrease the sexual harassment in these locations include increased visibility of zero tolerance policy regarding sexual harassment or sexual offenses (perhaps by posters or banners), stationing of security guards in these locations who will respond when comments are made, and teachers in classrooms being observant of these behaviors and denouncing them. Some of the administrators interviewed stated they believed it would be beneficial to create more surveillance and awareness brochures.

The fact that these violations are occurring in classrooms when learning should be taking place necessitates the recommendation for training of all faculty regarding sexual harassment, AUI’s policy, and how to respond to it if it occurs in one’s classroom. Ideas for how to respond to it if it occurs in one’s classroom could be a set institutional policy that instructors must enforce, such as a clause in all teachers’

syllabi. Or, it could be up to the teacher's discretion, with ideas being: dismissing the perpetrator from the classroom, reporting the perpetrator to NoVA, have the perpetrator do a presentation on sexual harassment, meet with the teacher and discuss his/her answers to the questions posed previously in this report.

When students were questioned regarding the steps they would take after experiencing sexual harassment, the top three responses included first defending themselves or handling the case themselves, then reporting the case to the police/ authorities, followed by ignoring the harassment. Since reporting the case to the police/ authorities is highly likely, it is necessary that all AUI security personnel and administration are trained regarding sexual harassment/ offenses. This training needs to be conducted in Arabic/ Darija and highlight proper empathy training, such as the fact that the individual reporting the harassment/offenses needs to be believed, not to blame the victim, and to ensure confidentiality.

In attempts to build a culture of empathy and respect, going through the questions listed previously asking about times they've experienced sexual harassment, etc, would be beneficial with the security personnel, all staff, faculty, and administration. Additionally, it might be beneficial for NoVA to host workshops regarding handling the case by themselves, as the majority of students appear to do this. It would be interesting to find out what they do to handle sexual harassment/ offenses and how effective is it. Another option is to have workshops where they can be taught slogans to say to defend themselves.

A positive comment regarding this research is that 78.43% of the respondents answered that they thought they would tell someone if they ever experienced sexual harassment and/or offenses. This is a positive sign that students are willing to talk about it, even if it is not with members of NoVA or administration, because talking about something means there is an acknowledgement that an action is occurring. This acknowledgement may then lead towards further change denouncing sexual harassment/offenses. The next question in the survey directly asked to whom they would turn if they were going to talk to someone regarding sexual harassment and/or offences experienced. Common responses included AUI counselor, AUI Security and AUI Faculty, which reiterates the importance of training on this topic for the whole AUI community.

Of concern is the way in which the students that responded to this survey answered the question regarding whether or not they believed AUI would take them seriously if they reported an incident of sexual harassment and or sexual offenses. 45.58% of the students believed they would be treated seriously. This is the minority. 40.88% stated they were not sure if they would be treated seriously and 13.53% believed they would not be treated seriously. This directly relates back to gaining the trust of the student body by having transparent protocols relating to sexual harassment and offences which are known to all. Additionally, having and implementing consistent regulations for sexual harassment and offenses will help the student body start to believe they will be treated seriously and respected when reporting an issue of sexual harassment or offense. The interviews conducted with the students support the quantitative analysis previously mentioned. The students verbalized that they do not trust the administration and that they need to feel safe at AUI. Students expressed wanting sexual harassment and offence issues to be addressed by the top level of university. Similarly, it is recommended that participation in sexual harassment training be mandatory (e.g. give a one month period to complete training. If students do not complete it in the given time frame, access to Jenzabar will be blocked) and sexual harassment information to visitors (e.g. football players, conference attendees, construction workers) be provided.

Similar to the previous question, just over half of the students responding to this survey knew the AUI policy regarding sexual harassment and/or offenses. This indicates that intensive education regarding the AUI policy needs to take place. Ideas for this education could take the form of: awareness days, presentations by RA's or members of NoVA in the residence hall meetings, and specific programming during orientation days. Those students that did know the AUI policy reported learning it mainly from the AUI Handbook/ Catalog while the next two frequent answers were orientation day and friends. Interestingly, members of the administration interviewed voiced that the handbook and orientation sessions were enough to educate the public, however, it does not appear to be sufficient as evidenced by the quantitative and qualitative data presented earlier.

It is highly recommended that some of the statistics from this survey, most notably, the percentages of sexual harassment experienced on AUI campus and sexual offenses experienced on AUI campus be shared in the AUI community to emphasize the widespread nature of this problem. The students support this idea as well as they mentioned in interviews that presenting realistic data to the AUI community would help everyone have a clearer idea about the seriousness of sexual harassment and offenses on and off the campus.

Strengths and Limitations

The depth of this research appears to be the most detailed in AUI's history as previous research completed by NVTF consisted of fewer questions and did not contain documentation of interviews conducted with all members of the AUI community (students, administration, and staff/faculty). In terms of future research, this survey accentuates the need to further assess student's attitudes towards sexual harassment and offenses. While this research focused on their experiences and occurrence of sexual harassment, it would be interesting to find out the student body's perception of respect, disrespect and how these relate to sexual harassment and offenses. It would also be interesting to assess how much the student body thinks sexual harassment needs to decrease, if at all, and what ideas they have for how to make this happen. Additionally, other extensions of this research could include asking the student body what would increase their willingness to tell someone if they had experienced sexual harassment and/or offences.

Limitations of this research will be summarized here. Firstly, this questionnaire was administered using English which is the majority of these students third language, after Arabic/ Darija and French. Thus, there is the possibility that students were not able to accurately understand questions or express themselves to the fullest extent due to language barriers. An additional limitation related to question two is that it was not feasible to make Transgender an option for which students could choose, which could have influenced students' willingness to participate honestly in the survey if they did not feel included in the sample population. Regarding question five, there is the possibility that there was confusion regarding their current semester at AUI if taking summer semesters into account. It might also have been confusing for graduate students as it might be their 2nd semester at AUI, but their 10th semester in school (attending a different undergraduate institution) and therefore they might have been unsure which response to mark.

Moving past demographic questions, question seven asked for students to correctly match the definitions for sexual harassment and sexual offenses, and it was noted that there was a high incorrect response rate. This could have been due to students not understanding the question or truly not knowing the difference between the two, or a combination of both factors. Further, question nine let students self-

define the categories which might have led to confounding results. Moreover, question nineteen might have had a lower response rate (69.03%) because students did not understand the wording of the question or what exactly they were supposed to do. Globally, another concern is that students did not answer as honestly as they could have for fear of lack of confidentiality. While confidentiality was emphasized to students in the HRD 4302 class, it is impossible to guarantee that these students upheld confidentiality. Tied to this concern, according to the interviewers, some staff members, administrators, and the security department showed hesitancy in answering the questions. According to them, they appeared very concerned about the confidentiality of the interviews, and seemed worried that their answers would get them in trouble. This might also have biased some of the answers. Moreover, the students in the HRD 4302 class expressed that many students mocked the questions from the survey in their answers; some drew genital shapes on the surveys, while others, skipped the answers to finish quickly. This behavior may have confounded the results. Additionally, the subject of sexuality is still taboo in the Moroccan society, thus some people felt uncomfortable or embarrassed answering the questions or being interviewed, which may have impacted their honesty. Lastly, there might be difficulty implementing the suggestions provided in this report due to limited personnel resources (not enough counselors to implement small groups, time, etc.).

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Appendix

Survey Questionnaire



A Survey for the Prevention of Sexual Harassment and Offences in the AUI Community

Dear AUI Students:

The purpose of this survey is to understand the status quo/current situation regarding *sexual harassment* and *sexual offences* in the AUI community. This task is performed by the No Violence Task Force (NVTF) that has been recently re-initiated in order to 1) promote the awareness and prevention of sexual offenses and/or sexual harassment, 2) inform and advocate for potential victims, and 3) to ensure a safe AUI community. Unfortunately, sexual violence has existed in our community, and this is an important and critical issue for most, if not all, people in the AUI community.

We sincerely invite you to answer this survey, so that we as a community can prevent it from happening. It will take 5-10 minutes to answer the questions. This survey is completely anonymous, and data collected from this survey will remain confidential. Thus, your personal identity will never be disclosed. Please provide us your honest and candid answers. Your decision to be in this research is voluntary. You can stop at any time. You can skip any questions that you feel uncomfortable answering. *Please do not respond to this, if you already participated in this survey.*

If you have any questions while completing this survey, feel free to ask the student(s) who gave you this survey. If you experience discomfort or concerns related to this survey, please feel free to contact Sarah Postich, Counselor at AUI and a NVTF member, at s.postich@au.ma.

Thank you for your participation, in advance.

Sincerely,

NVTF and HRD4302 Students

Definitions of Key Terms

Please read the following terms before you answer the questions.

Sexual offenses are defined as (but not limited to) sexual threat/violence, attempted rape, and rape, i.e. any act of sexual nature where *no consent* is given or where *consent is withdrawn*.

Consent (freely expressed willingness to participate in mutually agreed upon sexual activity) may be withdrawn at any time, and consent is not present when physical force, threats, intimidation, and/or coercion are used. Consent is the agreement by choice. Silence does not constitute consent.

Sexual harassment is any unwelcome behavior of a sexual nature in the form of sexual advances, requests for sexual favors, and/or other verbal or physical advances or conduct of a sexual nature creating an atmosphere of discomfort, intimidation, hostility and/or offense felt by the recipient.

Questions

Please answer to the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

1. How old are you? _____
2. What is your gender?
 - 1) Male
 - 2) Female
3. Are you a Moroccan student or an international student?
 - 1) Moroccan
 - 2) International
4. Are you a(n):
 - 1) Undergraduate student
 - 2) Graduate student
5. What is your current semester at AUI?
 - 1) 1st semester
 - 2) 2nd semester
 - 3) 3rd semester
 - 4) 4th semester
 - 5) 5th semester
 - 6) 6th semester
 - 7) 7th semester
 - 8) 8th semester and above

6. Please circle in which school you are currently enrolled at AUI and specify your program:

- 1) Language Center
- 2) School of Humanities and Social Sciences
Program: _____
- 3) School of Business Administration
Program: _____
- 4) School of Science and Engineering
Program: _____

7. What is your understanding about the following terms? Please match the right descriptions by drawing lines.

- | | |
|----------------------|--|
| 1) Sexual harassment | 1) includes “sexual threat/violence, attempted rape, and rape, i.e. any act of sexual nature where no consent is given or where consent is withdrawn.” |
| 2) Sexual offence | 2) is “any unwelcome behavior of a sexual nature in the form of sexual advances, requests for sexual favors, and/or other verbal or physical advances or conduct of a sexual nature creating an atmosphere of discomfort, intimidation, hostility and/or offense felt by the recipient.” |

8. Have you ever experienced sexual offences [*see first definition on page 2*] and/or felt forced into sexual activities when you did not want to (*check all that apply*)?

- 1) Yes, by the opposite gender
- 2) Yes, by the same gender
- 3) No (Skip to Question 13)

9. If yes, please check all that apply.

- 1) Physically forced?
- 2) Emotionally forced?
- 3) Socially forced?
- 4) Forced by authority figures?
- 5) Other? Please specify _____

10. If yes, could you describe what you have felt forced to do?

11. If yes, how many times did it happen to you?

- 1) Once
- 2) Twice
- 3) Three to five times
- 4) Six to ten times
- 5) More than ten times

12. If yes, where did it happen? (*check all that apply*)

- 1) On AUI campus Please specify _____
- 2) Off Campus Please specify _____

13. Have you ever felt sexually harassed [*see second definition on page 2*] by one or several persons (*check all that apply*)?

- 1) Yes, by the opposite gender
- 2) Yes, by the same gender
- 3) No (Skip to Question 17)

14. If yes, what type of sexual harassment have you experienced?

15. If yes, how many times did it happen to you?

- 1) Once
- 2) Twice
- 3) Three to five times
- 4) Six to ten times
- 5) More than ten times

16. If yes, where did it happen? (*check all that apply*)

- 1) On AUI campus. Please specify _____
- 2) Off Campus. Please specify _____

17. If you find yourself sexually harassed, what are the next steps you will take ?

18. Do you think you would tell someone if you ever experience sexual harassment and/or offences?
- 1) Yes
 - 2) No
19. To whom would you turn if you're ever confronted with sexual harassment and/or offences?
*(please select your **top three choices** and rank order them, by putting 1, 2, and 3 to those three "1" being the person to whom you would go to first)*
- | | |
|---|---|
| 1) AUI Health center professional _____ | 11) Brother _____ |
| 2) Non AUI medical professional _____ | 12) Other family _____ |
| 3) Faculty _____ | 13) Religious figure (imam, priest, rabbi, monk, etc) _____ |
| 4) AUI counselor _____ | 14) Administration _____ |
| 5) Non AUI counselor _____ | 15) Security _____ |
| 6) No Violence Task Force _____ | 16) Police _____ |
| 7) Friends _____ | 17) Housing staff _____ |
| 8) Mother _____ | 18) RAs (Residence Assistants) _____ |
| 9) Father _____ | 19) Other, please specify _____ |
| 10) Sister _____ | |
20. Do you believe that your issue will be treated seriously when you reported the incident to someone at AUI, if you were a victim of sexual harassment and/or sexual offences?
- 1) Yes, definitely
 - 2) Yes
 - 3) Not sure
 - 4) No
 - 5) No, definitely not
21. Do you know the AUI policy regarding sexual harassment and/or sexual offences?
- 1) Yes
 - 2) No
22. If yes, where did you find the information?
23. If you had experienced sexual offences and/or harassment, would you be willing to participate in an anonymous one-on-one interview to help us better understand your experience? The interview will be conducted by a student who is trained. If you are not comfortable with this, we can arrange an interview with a NVTF member. **If interested, please send a brief email with your available times at noviolence@au.ma.** Confidentiality will be maintained.

Thank you for your participation.

Interview Protocols

Interview protocol for students.



CONSENT FORM: An Interview with AUI Students on the Prevention of Sexual Harassment and Offences

Dear AUI Student:

This internal research is supported by the No Violence Task Force to prevent sexual harassment and offences within AUI Community. This interview is conducted as part of a needs assessment project, assisted by HRD4302 Students.

Purpose:

The purpose of the project is to identify sexual harassment/offence issues at Al Akhawayn University, in order to help the victims and their circles to get supported, as well as preventing the practice of sexual harassment and offences on campus, and punish those that go against the rules and values of the university by having such a behavior. Also, it aims at giving a responsible, friendly, safe and fair image to the university and shows that it protects its community. Also, we aim to tackle problems related to sexual harassment and offences from the students' point of view, as well as to prevent potential sexual harassment cases that can occur to students.

The purpose of this interview is to unveil and understand the issues related to sexual harassment and offences in AUI Community and prevent it from happening in order to promote a secure community.

Procedures:

We invite you to carefully read and sign this consent form. Each interview will be one-on-one and will provide anonymous data. The interviews will not exceed 30 minutes, and will be anonymous in order to ensure the confidentiality and privacy of the people concerned. After the interview, you will receive a summary from the interviewer(s) to ensure that all the given information are dutifully reported and that no information has been left out as well as to ensure the privacy and anonymous status of the interviewees.

Confidentiality

Any disclosed information will remain strictly confidential and no names or other identification material will ever be revealed. To further ensure the anonymity of our participants, only authorized investigators and members of the NVTF will have access to the data. This interview will be audio-recorded for data analysis purposes only, and will stay entirely confidential.

Compensation

There will be no compensation for participating in this research.

Contact for Information about the Study

For further information regarding the project, do not hesitate to contact the principal investigator, Dr. Hyung Joon Yoon, A NVTF member and HRD4302 Instructor, on the following e-mail address: hj.yoon@aui.ma.

Consent

Your participation to this survey should be voluntary and done willingly, if ever you change your mind during the process of answering, you have the right to remain silent, your information and decision will remain private and nothing will be held against you.

By signing, you acknowledge that you have read and agreed to the content of this consent form, and that you give us permission to record this interview.

Participant Signature

Date

Printed Name of the Participant signing above

Thank you for your willingness to participate in this research.

Sincerely,

The NVTF and HRD4302 Students



Prevention of Sexual Harassment and Offences in the AUI Community
Interview Guide for Students

Participant #: _____

Gender and General Description: _____

Date: _____

Interview Start Time: _____

Thank you for coming and allowing us your precious time. As you might know, the No Violence Task Force is developing action items that aim at preventing sexual harassment and offences in the Al Akhawayn University Community. The purpose of this interview is to discuss issues related to sexual harassment and offences with AUI students. During this interview, we will discuss your views and experiences regarding the matter.

Before we start, it is important that you are familiarized with these three concepts:

- ***Sexual offenses*** are defined as (but not limited to) sexual coercion, attempted rape, and rape, i.e. any act of sexual nature where **no consent** is given.
- ***Consent*** is the freely expressed willingness to participate in mutually agreed upon sexual activity and may be withdrawn at any time. Consent is not present when physical force, threats, intimidation, and/or coercion are used. Silence does not constitute consent.
- ***Sexual harassment*** is any unwelcome behavior of a sexual nature in the form of sexual advances, requests for sexual favors, and/or other verbal or physical advances or conduct of a sexual nature creating an atmosphere of discomfort, intimidation, hostility and/or offense felt by the recipient.

Moroccan Female Students

Please answer the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

1. Can you please introduce yourself your age, hometown, major, and current semester?
2. Are you aware of the policies of AUI regarding sexual harassment and offences? Can you share any content that you remember?
3. What is your perception about sexual harassment and offences happening in the AUI Community?
4. Would you entrust AUI to take care of the harassers or violators of AUI non tolerance policy regarding sexual harassment / offences? Why? or Why Not?
5. Have you ever been sexually harassed or offended on campus or off campus by someone in the AUI Community? If yes, would you share with us your story in detail how it happened, where, when and by whom?
6. If yes, what actions did you take afterwards?
7. How did the incident(s) affect you on the professional level as well as the personal level?
8. What do you think about the faculty-student or student-faculty sexual harassment/offence incidents we hear about in the campus?

9. What do you know about same-sex sexual harassment/offence incidents we hear about in the campus? What are your thoughts about it?

10. If you were a victim of sexual harassment or offences, what steps will you take?

11. If you know that there is a task force who is willing to protect and advocate you and who will fight this problem with you, would you seek help from them? If no, why?

Concerning the procedures of protecting victims and preventing any cases from happening:

- What are the main actions or procedures that need to be taken to help victims of sexual harassment or offences?

- What are the main actions or procedures that need to be taken to prevent sexual harassment or offences from happening in the AUI Community?

- What suggestions to you have to the University concerning this matter?

- What suggestions to you have to the NVTf concerning this matter?

- What suggestions to you have to the student body concerning this matter?

For our next interview:

- Do you know someone who might be a good candidate for this interview?

Thank you again for your time! We wish you a nice day.

Interview End Time: _____

International Female Students

Please answer the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

Note to Interviewer:

- What is your interviewee's ethnicity? _____

Questions:

1. Can you please introduce yourself your age, home country, major, and current semester?
2. Are you aware of the policies of AUI regarding sexual harassment and offenses? Can you share any content that you remember?
3. Have you ever experienced sexual offenses or harassment since you came to Morocco? If yes, would you share with us your story in detail how it happened, where, when and by whom?
4. If yes to #3, what actions did you take afterwards?
5. How did the incident(s) affect you on the professional level as well as the personal level?
6. Do you think international female students are more prone to sexual harassment / offenses than Moroccan females? If so, why?

7. Sometimes harassment is provoked. Do you have any indication what factors might lead to sexual harassment or offences?

8. You might not be fluent in Arabic. How would detect verbal and non-verbal sexual harassment / offences and go about it?

9. Would you entrust AUI to take care of the harassers or violators of AUI non tolerance policy regarding sexual harassment / offences? Why? or Why Not?

10. If you were a victim of sexual harassment or offences, what steps will you take?

11. If you know that there is a task force who is willing to protect and advocate you and who will fight this problem with you, would you seek help from them? If no, why?

Concerning the procedures of protecting victims and preventing any cases from happening:

- What are the main actions or procedures that need to be taken to help victims of sexual harassment or offences?

- What are the main actions or procedures that need to be taken to prevent sexual harassment or offences from happening in the AUI Community?

- What suggestions to you have to the University concerning this matter?

- What suggestions to you have to the NVTf concerning this matter?

- What suggestions to you have to the student body concerning this matter?

- Do you have any other comments?

For our next interview:

- Do you know someone who might be a good candidate for this interview?

Thank you again for your time! We wish you a nice day.

Interview End Time: _____

Moroccan Male Students

Please answer the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

1. Can you please introduce yourself your age, hometown, major, and current semester?
2. Are you aware of the policies of AUI regarding sexual harassment and offences? Can you share any content that you remember?

Recently, some of your female colleagues complained about being sexually harassed or offended in the AUI Community. Think about a time when you witnessed someone sexually harassing someone at AUI.

3. Tell me exactly what happened, including the type of sexual harassment you witnessed, and try to be as accurate as possible.
4. Have you resorted to any particular actions? Please describe.
5. If you did not take any action, please describe why.
6. How would you react if you witness one of your female colleagues being sexually harassed or offended?
7. What are the main factors inside campus that may provoke someone to sexually harass another person?

8. What do you think about the faculty-student or student-faculty sexual harassment/offense incidents we hear about in the campus?

9. What do you know about same-sex sexual harassment/offense incidents we hear about in the campus? What are your thoughts about it?

10. What (changes) do you think are important to apply in AUI policy regarding the sexual harassment/offences in the AUI Community to make it more respected by AUI students?

Concerning the procedures of protecting victims and preventing any cases from happening:

- What are the main actions or procedures that need to be taken to help victims of sexual harassment or offences?

- What are the main actions or procedures that need to be taken to prevent sexual harassment or offences from happening in the AUI Community?

- What suggestions to you have to the University concerning this matter?

- What suggestions to you have to the NVTf concerning this matter?

- What suggestions to you have to the student body concerning this matter?

For our next interview:

- Do you know someone who might be a good candidate for this interview?

Thank you again for your time! We wish you a nice day.

Interview End Time: _____

International Male Students

Please answer the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

Note to Interviewer:

- What is your interviewee's ethnicity? _____

Questions:

1. Can you please introduce yourself your age, home country, major, and current semester?
2. Are you aware of the policies of AUI regarding sexual harassment and offences? Can you share any content that you remember?
3. Have you ever experienced sexual offences or harassment since you came to Morocco? If yes, would you share with us your story in detail how it happened, where, when and by whom?
4. If yes to #3, what actions did you take afterwards?
5. Do you think international female students are more prone to sexual harassment / offences than Moroccan females? If so, why?
6. Have you witnessed any sexual harassment or offences on or off campus grounds? If so, please describe the incident(s) in detail.

7. If yes to #6, have you resorted to any particular actions? Please describe.

8. If no to #6, Please describe why you did not take action.

Concerning the procedures of protecting victims and preventing any cases from happening:

- What are the main actions or procedures that need to be taken to help victims of sexual harassment or offences?
- What are the main actions or procedures that need to be taken to prevent sexual harassment or offences from happening in the AUI Community?
- What suggestions to you have to the University concerning this matter?
- What suggestions to you have to the NVTf concerning this matter?
- What suggestions to you have to the student body concerning this matter?
- Do you have any other comments?

For our next interview:

- Do you know someone who might be a good candidate for this interview?

Thank you again for your time! We wish you a nice day.

Interview End Time: _____

Interview protocol for administration.**CONSENT FORM: An Interview with AUI Administrators on
the Prevention of Sexual Harassment and Offences**

Dear AUI Administrators:

This internal research is supported by the No Violence Task Force to prevent sexual harassment and offences within AUI Community. This interview is conducted as part of a needs assessment project, assisted by HRD4302 Students.

Purpose:

The purpose of the project is to identify sexual harassment/offence issues at Al Akhawayn University, in order to help the victims and their circles to get supported, as well as preventing the practice of sexual harassment and offences on campus, and punish those that go against the rules and values of the university by having such a behavior. Also, it aims at giving a responsible, friendly, safe and fair image to the university and shows that it protects its community. Also, we aim to tackle problems related to sexual harassment and offences from the administrators' point of view, as well as to prevent potential sexual harassment cases that can occur to you as one of AUI employees.

The purpose of this interview is to unveil and understand the issues related to sexual harassment and offences in AUI Community and prevent it from happening in order to promote a secure community.

Procedures:

We invite you to carefully read and sign this consent form. Each interview will be one-on-one and will provide anonymous data. The interviews will not exceed 30 minutes, and will be anonymous in order to ensure the confidentiality and privacy of the people concerned. After the interview, you will receive a summary from the interviewer(s) to ensure that all the given information are dutifully reported and that no information has been left out as well as to ensure the privacy and anonymous status of the interviewees.



Prevention of Sexual Harassment and Offences in the AUI Community

Interview Guide for Administrators

Participant #: _____

Gender and General Description: _____

Date: _____

Interview Start Time: _____

As you know by now, the No Violence Task Force is developing action items that aim at preventing sexual harassment and offenses in the Al Akhawayn University Community. Students, faculty and staff members are concerned about and involved by this issue, and the purpose of this interview is to get an insight from AUI administrators like you in order to better understand your contribution to the resolution of this problem.

Before we start, it is important that you are familiarized with these three concepts:

- **Sexual offenses** are defined as (but not limited to) sexual coercion, attempted rape, and rape, i.e. any act of sexual nature where **no consent** is given.
- **Consent** is the freely expressed willingness to participate in mutually agreed upon sexual activity and may be withdrawn at any time. Consent is not present when physical force, threats, intimidation, and/or coercion are used. Silence does not constitute consent.
- **Sexual harassment** is any unwelcome behavior of a sexual nature in the form of sexual advances, requests for sexual favors, and/or other verbal or physical advances or conduct of a sexual nature creating an atmosphere of discomfort, intimidation, hostility and/or offense felt by the recipient.

Please answer the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

Note to Interviewer:

1) What is the person's work unit? _____

2) Gender:

a. Male

b. Female

3) Nationality:

a. Moroccan

b. Other nationality

To start with, let's talk about your work experience at AUI.

1. How long have you been working for AUI?
2. What is your unit's or your mission with regard to the prevention of sexual harassment / offences in the AUI Community?

Now let's talk about your experience with sexual harassment / offences:

1. Have you ever seen or witnessed any cases of sexual harassment or offences here on campus either by students or employees?
2. If yes, can you give us detailed information on what happened from the beginning of the incident(s) to the end? And what did you do with the offender?
3. What kind of complaints and/or reports do you receive about sexual harassment or offences? From whom?
4. Can you give us a brief estimation on the incidents: how many complaints per year? How many cases of sexual harassment have you dealt with in total?
5. What are the most frequent types of sexual harassment incidents or complaints on campus?
6. Have you personally been a victim of any sexual harassment or offense at AUI?

7. If yes, what happened and what did you do about it?
8. Could you please tell us if the harasser was a student, staff, faculty or any other person within AUI Community? (if you do not wish to answer it is acceptable)

Concerning the AUI policy about sexual harassment / offences:

1. Could you tell me about AUI policies concerning sexual harassment within AUI grounds as well as in the workplace?
2. What actions do you take when a sexual harassment or offence case occurs?
3. Do you think that AUI Policies explain to students and/or employees what they need to do in case they are harassed?
4. When was the last time you heard about someone taking action against sexual harassment or offences in AUI?
5. How much time does it generally take for one case to be resolved?

Concerning the procedures of protecting victims and preventing any cases from happening:

1. What are the main actions or procedures that need to be taken to help victims of sexual harassment or offences?
2. What are the main actions or procedures that need to be taken to prevent sexual harassment or offences from happening in the AUI Community?
3. What suggestions to you have to the University concerning this matter as an individual employee?
4. What suggestions to you have to the NVTf concerning this matter?
5. What suggestions to you have to the student body concerning this matter?

For our next interview:

- Do you know anyone who is an administrator who might be a good candidate for this interview?

Thank you again for your time! We wish you a nice day.

Interview End Time: _____

Interview protocol for staff and faculty.**CONSENT FORM: An Interview with AUI Staff/Faculty on
the Prevention of Sexual Harassment and Offences**

Dear AUI Staff/Faculty:

This internal research is supported by the No Violence Task Force to prevent sexual harassment and offences within AUI Community. This interview is conducted as part of a needs assessment project, assisted by HRD4302 Students.

Purpose:

The purpose of the project is to identify sexual harassment/offence issues at Al Akhawayn University, in order to help the victims and their circles to get supported, as well as preventing the practice of sexual harassment and offences on campus, and punish those that go against the rules and values of the university by having such a behavior. Also, it aims at giving a responsible, friendly, safe and fair image to the university and shows that it protects its community. Also, we aim to tackle problems related to sexual harassment and offences from the staff/faculty's point of view, as well as to prevent potential sexual harassment cases that can occur to staff/faculty.

The purpose of this interview is to unveil and understand the issues related to sexual harassment and offences in AUI Community and prevent it from happening in order to promote a secure community.

Procedures:

We invite you to carefully read and sign this consent form. Each interview will be one-on-one and will provide anonymous data. The interviews will not exceed 30 minutes, and will be anonymous in order to ensure the confidentiality and privacy of the people concerned. After the interview, you will receive a summary from the interviewer(s) to ensure that all the given information are dutifully reported and that no information has been left out as well as to ensure the privacy and anonymous status of the interviewees.

Confidentiality

Any disclosed information will remain strictly confidential and no names or other identification material will ever be revealed. To further ensure the anonymity of our participants, only authorized investigators and members of the NVTF will have access to the data. This interview will be audio-recorded for data analysis purposes only, and will stay entirely confidential.

Compensation

There will be no compensation for participating in this research.

Contact for Information about the Study

For further information regarding the project, do not hesitate to contact the principal investigator, Dr. Hyung Joon Yoon, A NVTF member and HRD4302 Instructor, on the following e-mail address: hj.yoon@aui.ma.

Consent

Your participation to this survey should be voluntary and done willingly, if ever you change your mind during the process of answering, you have the right to remain silent, your information and decision will remain private and nothing will be held against you.

By signing, you acknowledge that you have read and agreed to the content of this consent form, and that you give us permission to record this interview.

Participant Signature	Date
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Printed Name of the Participant signing above

Thank you for your willingness to participate in this research.

Sincerely,

The NVTF and HRD4302 Students



Prevention of Sexual Harassment and Offences in the AUI Community

Interview Guide for Staff/Faculty

Participant #: _____

Gender and General Description: _____

Date: _____

Interview Start Time: _____

As you know by now, the No Violence Task Force is developing action items that aim at preventing sexual harassment and offenses in the Al Akhawayn University Community. Students, faculty and staff members are concerned about and involved by this issue, and the purpose of this interview is to get an insight from AUI faculty/staff members like you in order to better understand your contribution to the resolution of this problem.

Before we start, it is important that you are familiarized with these three concepts:

- **Sexual offenses** are defined as (but not limited to) sexual coercion, attempted rape, and rape, i.e. any act of sexual nature where **no consent** is given.
- **Consent** is the freely expressed willingness to participate in mutually agreed upon sexual activity and may be withdrawn at any time. Consent is not present when physical force, threats, intimidation, and/or coercion are used. Silence does not constitute consent.
- **Sexual harassment** is any unwelcome behavior of a sexual nature in the form of sexual advances, requests for sexual favors, and/or other verbal or physical advances or conduct of a sexual nature creating an atmosphere of discomfort, intimidation, hostility and/or offense felt by the recipient.

Please answer the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

Note to Interviewer:

3) Is your interviewee:

- a. Staff b. Faculty

4) What is the person's work unit (department / school)? _____

5) Gender:

- a. Male b. Female

4) Nationality:

- a. Moroccan b. Other nationality

To start with, let's talk about your work experience at AUI.

- How long have you been working for AUI?

Let's talk about any incidents of sexual harassment or offences that you noticed:

- Have ever noticed any sexual harassment or offences in the AUI Community? If yes, could you tell us what happened in detail from the beginning of the incident(s) to the end?
- What kind of sexual harassment have you noticed? (e.g., whistling, sexually oriented communication, touching of an unwanted body part, demand of sexual favours, other)
- Who was (were) involved in this incident? (e.g., students, faculty, staff, security, administration, and external visitors)

Now, let's talk about your own experience:

- Have you ever experienced sexual harassment or offences in the AUI Community? If yes, could you tell us what happened in detail from the beginning of the incident(s) to the end? (Note to interviewer: please make sure to take note whether it happened on campus or off campus.)
- As a staff or faculty member, have you ever been asked by a student for a favour in return of sexual flirtation or intercourse? Can you describe the situation? How many times did it happen?
- If you experience sexual harassment or offences, how would you address it? (e.g., report, personally deal with it, etc.)
- Have you ever witnessed or experienced any sexually offensive jokes or comments being made about you or your colleagues in the department? How are they handled usually?

Concerning the procedures of protecting victims and preventing any cases from happening:

- What are the main actions or procedures that need to be taken to help victims of sexual harassment or offences?
- What are the main actions or procedures that need to be taken to prevent sexual harassment or offences from happening in the AUI Community?
- What suggestions to you have to the University concerning this matter as staff/faculty?
- What suggestions to you have to the NVTf concerning this matter as staff/faculty?
- What suggestions to you have to the student body concerning this matter as staff/faculty?

For our next interview:

- Do you know anyone who is faculty/staff who might be a good candidate for this interview?

Thank you for your collaboration!

Interview End Time: _____

Interview protocols for security department.**CONSENT FORM: An Interview with AUI Security Department on
the Prevention of Sexual Harassment and Offences**

Dear AUI Security Department:

This internal research is supported by the No Violence Task Force to prevent sexual harassment and offences within AUI Community. This interview is conducted as part of a needs assessment project, assisted by HRD4302 Students.

Purpose:

The purpose of the project is to identify sexual harassment/offence issues at Al Akhawyn University, in order to help the victims and their circles to get supported, as well as preventing the practice of sexual harassment and offences on campus, and punish those that go against the rules and values of the university by having such a behavior. Also, it aims at giving a responsible, friendly, safe and fair image to the university and shows that it protects its community. Also, we aim to tackle problems related to sexual harassment and offences from the administrators' point of view, as well as to prevent potential sexual harassment cases that can occur to you as one of AUI employees.

The purpose of this interview is to unveil and understand the issues related to sexual harassment and offences in AUI Community and prevent it from happening in order to promote a secure community.

Procedures:

We invite you to carefully read and sign this consent form. Each interview will be one-on-one and will provide anonymous data. The interviews will not exceed 30 minutes, and will be anonymous in order to ensure the confidentiality and privacy of the people concerned. After the interview, you will receive a summary from the interviewer(s) to ensure that all the given information are dutifully reported and that no information has been left out as well as to ensure the privacy and anonymous status of the interviewees.

Confidentiality

Any disclosed information will remain strictly confidential and no names or other identification material will ever be revealed. To further ensure the anonymity of our participants, only authorized investigators and members of the NVTF will have access to the data. This interview will be audio-recorded for data analysis purposes only, and will stay entirely confidential.

Compensation

There will be no compensation for participating in this research.

Contact for Information about the Study

For further information regarding the project, do not hesitate to contact the principal investigator, Dr. Hyung Joon Yoon, A NVTF member and HRD4302 Instructor, on the following e-mail address: hj.yoon@aui.ma.

Consent

Your participation to this survey should be voluntary and done willingly, if ever you change your mind during the process of answering, you have the right to remain silent, your information and decision will remain private and nothing will be held against you.

By signing, you acknowledge that you have read and agreed to the content of this consent form, and that you give us permission to record this interview.

Participant Signature	Date
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Printed Name of the Participant signing above

Thank you for your willingness to participate in this research.

Sincerely,

The NVTF and HRD4302 Students



Prevention of Sexual Harassment and Offences in the AUI Community

Interview Guide for Security Department

Participant #: _____

Gender and General Description: _____

Date: _____

Interview Start Time: _____

As you know by now, the No Violence Task Force is developing action items that aim at preventing sexual harassment and offenses in the Al Akhawayn University Community. Students, faculty and staff members are concerned about and involved by this issue, and the purpose of this interview is to get an insight from AUI administrators like you in order to better understand your contribution to the resolution of this problem.

Before we start, it is important that you are familiarized with these three concepts:

- **Sexual offenses** are defined as (but not limited to) sexual coercion, attempted rape, and rape, i.e. any act of sexual nature where **no consent** is given.
- **Consent** is the freely expressed willingness to participate in mutually agreed upon sexual activity and may be withdrawn at any time. Consent is not present when physical force, threats, intimidation, and/or coercion are used. Silence does not constitute consent.
- **Sexual harassment** is any unwelcome behavior of a sexual nature in the form of sexual advances, requests for sexual favors, and/or other verbal or physical advances or conduct of a sexual nature creating an atmosphere of discomfort, intimidation, hostility and/or offense felt by the recipient.

Please answer the following questions as honestly as possible, as your answers will be critical in maintaining a safe AUI community:

Note to Interviewer:

1) What is the person's work unit? _____

2) Gender:

- a. Male b. Female

3) Nationality:

- a. Moroccan b. Other nationality

To start with, let's talk about your work experience at AUI.

4. How long have you been working for AUI?
5. What is your unit's or your mission with regard to the prevention of sexual harassment / offences in the AUI Community?

About safety...

- Would you describe the campus as safe?
- If yes, how safe on a scale from 1 to 10?
- What are the areas here on campus where security-related problems mostly happen?
- Are there places on campus that are less safe than others?

Now let's talk about your experience with sexual harassment / offences:

6. Have you ever seen or witnessed any cases of sexual harassment or offences here on campus either by students or employees?
7. If yes, can you give us detailed information on what happened from the beginning of the incident(s) to the end? And what did you do with the offender?
8. What kind of complaints and/or reports do you receive about sexual harassment or offences? From whom?
9. Can you give us a brief estimation on the incidents: how many complaints per year? How many cases of sexual harassment have you dealt with in total?

10. What are the most frequent types of sexual harassment incidents or complaints on campus?
11. Have you personally been a victim of any sexual harassment or offense at AUI?
12. If yes, what happened and what did you do about it?
13. Could you please tell us if the harasser was a student, staff, faculty or any other person within AUI Community? (if you do not wish to answer it is acceptable)

Concerning the procedures of protecting victims and preventing any cases from happening:

14. Is there any protocol or procedures that you must follow before you can help the victims?
15. Please tell me about the procedures that you need to follow when you identified any sexual harassment or offences on campus. To whom do you need to report the incidents or complaints? How do you address the issue to be resolved?
16. How much time do you usually take before intervening in the case of a sexual harassment or offenses? How long do the investigations usually take?
17. What are the main actions or procedures that need to be taken to help victims of sexual harassment or offences?
18. What are the disciplinary consequences for sexual harassers and offenders? What do you think of these disciplinary consequences?
19. Do you know of any initiative or preventive measures taken by the security department to avert sexual harassment and sexual offenses?
20. What are the main challenges that you have faced when taking care of victims of sexual harassment?
21. In your opinion, are AUI policies concerning sexual harassment efficient? If not, what other alternative policies/solutions would you suggest?
22. In your opinion, who are the most vulnerable victims of sexual harassment on campus?
23. What are the main actions or procedures that need to be taken to prevent sexual harassment or offences from happening in the AUI Community?
24. What suggestions to you have to the University concerning this matter as an individual employee?
25. What suggestions to you have to the NVTf concerning this matter?
26. What suggestions to you have to the student body concerning this matter?

Thank you again for your time! We wish you a nice day.

Interview End Time: _____