

POLICY ON RIGHTS & RESPONSIBILITIES

A. Preamble

The policy on rights and responsibilities is intended to reflect the University's belief that it is a part of the society and the culture that it exists in. Furthermore, this policy reflects the way the University sees itself as an example of what the practice of good citizenship should be like. Respect for the laws of Lebanon and of the social, cultural, economic, political and religious aspects that define Lebanon are intrinsic pillars of the University's policy.

B. Introduction

Members of the AUST community have the obligation to fulfill the responsibilities incumbent upon all citizens by respecting the laws of Lebanon, and adhering to the conditions and requirements of the policies of the University.

All members of the University's community share the obligations to respect

1. The basic rights of others
2. The rights of the University
3. The right of each member of the University's community to equitable and fair procedures.

C. Basic Rights

All members of the University's community enjoy the same basic rights and are bound by the same responsibilities that are binding to all citizens.

Some of these basic rights are:

1. Freedom of speech, freedom of press, freedom of peaceful assembly and association, and, freedom of political and religious beliefs that abide by the University's policies and the laws of Lebanon.
2. The University does not impose any particular mode of behavior upon its members. These members have the right to lead their personal lives in the ways they see fit, provided they do not violate the laws of the Land and the policies of the University, and as long as they do not interfere with the rights of others and the integrity of the educational process.

3. Promotion in position and rank within the University shall be in accordance with the University's policies and regulations without any discrimination.
4. The right to be heard at the appropriate levels of the decision-making process regarding matters and issues that are of direct interests.
5. The right to engage and organize peaceful and orderly demonstrations, to post notices and to hold public meetings. Impartial and reasonable rules designed to reflect the educational purposes of the University and to protect the safety of its physical facilities, shall be established so as to regulate time, place and manner of use of said facilities.
6. The right to complain and appeal to the appropriate body if another member of the University is negligent or irresponsible in the performance of his or her responsibilities, regardless of whether the negligence affects the individual directly or not.
7. The right of grievance and appeal to the appropriate body if a member of the University's constituencies presents the work of others (from the Institution or from outside) as his or her own.

D. Responsibilities

Members of the University have responsibilities that are in alignment with the nature and requirements of the university's educational process in its search for the truth.

These responsibilities include:

1. The obligation to respect the spirit of free inquiry and therefore, the freedom to teach, to learn, to conduct research, and to publish without any institutional censorship.
2. The obligation to create an atmosphere of tolerance that would further and enhance free inquiry without undue restrictions.

3. Freedom of teaching and learning implies that teachers have the freedom to choose the methods that suit them best while still assuming the responsibility not to depart significantly from the set curriculum.
4. The obligation not to interfere with the freedom of others to teach, to learn, to conduct research, and to perform management and administrative duties.
5. The obligation to support the right of any member of the University's community to freely state and write ideas that are "different", but within the confines of the laws of the country and the University's policies.

E. Rights and Responsibilities of the Institution

The University, and any division or agency which exercises direct or delegated authority for the said institution, has rights and responsibilities of its own. These include

1. The right and obligation to provide an open forum for members of the University, whereby they debate public issues in an academic spirit, presenting their various points of view.
2. The right to prohibit individuals and groups from using the name of the University, its finances, or its physical and operating facilities for commercial, political or non-political activities.
3. The right and obligation not to take a stand, as an institution, on electoral politics or public issues, except on those issues which directly affect the autonomy and the freedom of the University's members, its financial support, and its academic functions.
4. The right and obligation to protect the members of the University and visitors to its campuses from physical harm, threat of harm or abuse; its property from damage and unauthorized use; and, its academic and administrative processes from interruptions.

5. The right to require that persons on the campus be willing to identify themselves by name, addresses, and state what business, if any, they have with the University.
6. The right to set reasonable standards of conduct in order to safeguard the educational process and to provide for the safety of members of the University and its property.
7. The right to stop and penalize any unwanted and unbecoming sexually related behavior.
8. The right to deny pay and academic credits to members of the University who are on strike.
9. The right to require of individuals or groups responsible for any activity that results in damage of University's property to reimburse the University for any damages.

F. Right to Fair Procedure

Members of the University have the right to fair and equitable procedures which shall determine the validity of violation of University's regulations.

1. The procedures shall be structured so as to facilitate reliable determination of the truth or falsity of charges, to provide fundamental fairness to the parties, and to be an effective instrument to maintain order.
2. Charges of minor infraction of regulation, penalized by small fines or reprimands which do not become part of permanent records, may be handled expeditiously by the appropriate individual or committee. Persons so penalized have the right to appeal.
3. In case of charges of infraction of regulations which may lead to notation in permanent records, or to more serious penalties, such as suspension or expulsion, members of the University have the right to formal procedures with adequate due process, including the right of appeal.
4. Members of the University charged or convicted of violations under general law may be subject to the University's sanctions on the same conduct, in accord with the University's policies and procedures; this is especially the case when the conduct is in violation of a University rule essential to

the continuing protection of other members of the University, or the safeguarding of the educational process.

5. Members of the University shall be entitled to the protection of the University, within its abilities, for liabilities incurred because of the exercise of their University's duties.