

**Memorandum of Understanding
Between Rider University and the AAUP Chapter of Rider University
Regarding Reporting Violations of Harassment and Discrimination**

As with all members of the University Community, bargaining unit members are strongly encouraged to promptly report all experienced or observed incidents of discrimination and harassment, including sexual assault, sexual misconduct, sexual harassment, dating violence, domestic violence and stalking.

In situations where a member of the University community reports to a bargaining unit member an alleged violation of the policy, the bargaining member has an obligation to report the incident to the Title IX Coordinator. The bargaining unit member is not to pressure a complainant to request confidentiality or pressure a complainant to make a full report if the complainant is not ready to do so. While the University will undertake all reasonable efforts to maintain the confidentiality of any reported incident, a bargaining unit member should not promise confidentiality about an alleged violation of the Policy to a complainant, even if requested to do so by the complainant. He/she is still expected to report the alleged violation of the policy to the Title IX Coordinator.

In circumstances where an AAUP bargaining unit member has made a good faith judgment that a report is not necessary under these guidelines, the University will address a failure to report by seeking constructive efforts to educate the bargaining unit member about his/her obligations to promptly report, rather than implementing serious discipline such as reduction in pay or rank, loss of seniority, suspension or termination.

For the AAUP

For the University

Date: _____
