

# A | P A R E N T PROGRAMS

A Message from the President

To: faculty, staff and students

One of the University's highest priorities is fostering a welcoming and inclusive campus for employees, students, and campus visitors. To help achieve this goal, The University of Alabama has established a comprehensive approach to reporting, investigating, and appropriately responding to allegations of sexual harassment and sexual violence, which includes the UAct campaign.

Any student, faculty or staff member, applicant or campus visitor who has concerns about sexual harassment or sexual violence, which includes sexual assault, domestic violence, stalking, and dating violence, is encouraged to seek the assistance of an appropriate University official. Among other things, the comprehensive UAct campaign designates multiple reporting options across campus. These officials include designated harassment resource officers from all colleges and departments, the Title IX Office, the Office of Student Conduct, the Director of Equal Opportunity Programs, the Office of the Dean of Students, University Police, and a 24-hour Hazing and Harassment Hotline (**205-348-HALT (4258)**). Please visit [www.ua.edu/uact/uactchannels.pdf](http://www.ua.edu/uact/uactchannels.pdf) for a more detailed list of reporting options.

One goal of the UAct campaign is to raise awareness and promote prevention of sexual violence. To help eliminate sexual violence and its effects, the University encourages a culture of reporting; has implemented processes that promote equity and fairness; provides support and resources; and offers various avenues of prevention training and education. While the summary below is not all-inclusive, we hope it demonstrates the concern and attention UA gives to this issue and our commitment to making the University community a safe and welcoming place.

## **Reporting Channels**

The University is committed to providing a supportive environment that encourages reporting of sexual harassment and violence. The designated harassment officers are trained to help the reporting individual obtain resources to end any harassment or violence, prevent its recurrence, and address its effects. As noted, a wide variety of reporting channels are available to you and more information can be found at the noted websites:

- **University of Alabama Police Department (UAPD)** ([www.police.ua.edu](http://www.police.ua.edu)): Individuals are highly encouraged to immediately seek police assistance by reporting a crime or suspicious incident. Any uncertainty in deciding to report a crime or suspicious incident to UAPD should be resolved in favor of making a good faith report. When appropriate, UAPD works with other law enforcement agencies to maintain safety on and around campus. Reports can be made to UAPD 24 hours a day, 7 days a week, 365 days a year. In an emergency, call 911.
  - University of Alabama Police Department

1110 Jackson Ave., Tuscaloosa, AL 35487, **(205) 348-5454**

- **Title IX Office** ([www.titleix.ua.edu](http://www.titleix.ua.edu)): The University has a dedicated Title IX Coordinator and Investigator. The Title IX Office is charged with maintaining the University's compliance with Title IX regulations, conducting impartial investigations of alleged sexual harassment or violence (which includes sexual assault, domestic violence, stalking, and dating violence), linking individuals with University resources, and providing relevant education and training opportunities. In addition, the Title IX Office's website has more information on what may constitute sexual harassment or sexual violence (<http://titleix.ua.edu/what-is-title-ix.html>).
  - Beth Howard, Title IX Coordinator

[gbhoward@ua.edu](mailto:gbhoward@ua.edu); **(205) 348-5496**

- Jeffrey Gonzalez, Title IX Investigator

[jeffrey.r.gonzalez@ua.edu](mailto:jeffrey.r.gonzalez@ua.edu); **(205) 348-3236**

- **UAct Website** ([www.ua.edu/uact/](http://www.ua.edu/uact/)): As noted above, the University's plan to provide an environment free from sexual harassment or violence contains a comprehensive list of available reporting channels, which is located on the UAct website. Additionally, anonymous reports can be made via the 24-hour Hazing and Harassment Hotline **((205) 348-HALT (4258))**.

Indicative of the significance that the University places on the safety of the campus community, students who are ultimately found to have committed an act of sexual harassment or violence will face sanctions, up to and including expulsion. Likewise, University employees who commit sexual harassment or violence will be subject to employment sanctions, up to and including termination. In addition to administrative sanctions, criminal charges may be brought against any alleged perpetrator of sexual misconduct.

## **Resources and Support**

Once the University becomes aware of possible sexual harassment or sexual violence, we will immediately initiate an investigation of the allegations. During and following the investigation, the University will provide information and resources to all parties in an effort to end any discrimination that is discovered, prevent its recurrence, and address its effects. Because an individual's needs differ depending on that person's circumstance, the University will provide support relevant to the individual's specific situation. Please contact one of the designated harassment officers to obtain support or assistance with University resources, which include the following:

- **Safety Planning:** The University has developed a coordinated effort among departments across campus, including the Title IX Office, the Women's Resource Center, the Office of Student Conduct, Housing, Auxiliary Services, Counseling, and UAPD, to provide safety planning. Examples of safety resources are:
  - No contact directives
  - Safe housing
  - Alternative on-campus parking options
  - No trespass orders
  - Security escorts
  - Alternative class schedules
  
- **Counseling Services:** The University provides low or no cost counseling services for all employees and students, which includes free 24-hour on-call victim advocacy from the Women's Resource Center. Any assistance sought through counseling services is deemed strictly confidential and will not serve as notice of an incident to other University officials. Confidential counseling services can be obtained by contacting:

### **For Students:**

- The Women's Resource Center (<http://wrc.ua.edu>): **(205) 348-5040**
- The Counseling Center ([www.counseling.ua.edu](http://www.counseling.ua.edu)): **(205) 348-3863**
- Student Health Center – Psychiatry Clinic (<http://shc.ua.edu/clinic-services/psychiatry/>):

**(205) 348-8262**

### **For Faculty & Staff:**

- The Women's Resource Center (<http://wrc.ua.edu>): **(205) 348-5040**
- University Medical Center – Psychiatry Clinic ([www.umc.ua.edu/psychiatry/](http://www.umc.ua.edu/psychiatry/)):

**(205) 348-1265**

- Employee Assistance Program ([www.hr.ua.edu/benefits/other-benefits/employee-assistance-program](http://www.hr.ua.edu/benefits/other-benefits/employee-assistance-program)): **(205) 759-7890**

- **Legal Services:**

- University of Alabama Police Department: UAPD is committed to enhancing a safe environment for all members of our campus community. UAPD participates in the Tuscaloosa Metro Violent Crimes Task Force and works with the Tuscaloosa District Attorney's office to investigate crimes involving sexual violence. To file a report with UAPD, call **(205) 348-5454**.
- School of Law Domestic Violence Law Clinic: The University's School of Law provides free and comprehensive legal assistance on civil matters to victims of domestic violence in Tuscaloosa County. For more on the services the Domestic Violence Law Clinic provides, visit [www.law.ua.edu/academics/law-clinics/domestic-violence-clinic/](http://www.law.ua.edu/academics/law-clinics/domestic-violence-clinic/) or call **(205) 348-7921**.

- **Academic Advocacy:** Sexual violence is associated with a variety of negative consequences, including negative academic outcomes. The Title IX Office and Women's Resource Center work with academic departments across campus to limit any negative effects the student may experience and support the student to obtain an outcome reflective of his or her ability.

### **Education and Training**

University faculty and staff recently completed mandatory sexual harassment training. Faculty and staff will continue to receive annual sexual harassment training. New employees receive training upon hire and then periodically thereafter. All new students complete an online training course, Haven, that discusses sexual harassment, sexual assault, dating violence, domestic violence, and bystander intervention.

Throughout the year, a variety of education and training programs are available and provided to students, faculty, professional staff, student employees, University Police, Student Conduct hearing panels, harassment officials, and others. Training includes University policies on sexual harassment and sexual violence; reporting and encouraging individuals to report; investigation procedures; disciplinary policies and sanctions; consent; the correlation between alcohol and sexual violence; limiting risks and safety measures; healthy relationships; bystander intervention; and University resources. Targeted training is also provided to various groups based on identified risks and needs. To learn more about upcoming training and educational opportunities, see the Title IX training calendar

found at [www.titleix.ua.edu](http://www.titleix.ua.edu) along with University policies relevant to sexual violence. To request additional training for your group or department, please contact the Title IX office.

The University appreciates the efforts of its faculty, staff, students and community members in addressing the issue of sexual violence. We will continue to review and strive to improve our processes for combating sexual violence.

Judy Bonner  
President

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