



Working together to create an ethical community defined by respect and civility

Reporting Channels and Resources Related to Discrimination, Harassment, Sexual Assault, or Sexual Violence

The University of Alabama is committed to providing an environment for employees, students, and campus visitors that is free from illegal harassment based on genetic information, race, color, religion, ethnicity, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, disability, protected veteran status, or any other legally protected basis. The University will not tolerate and will take action against individuals who retaliate against individuals who, in good faith, report violations of this policy or participate in investigations related to such University policy violations.

Any student, faculty or staff member, applicant, or campus visitor who has concerns about illegal discrimination, dating or domestic violence, stalking, harassment, sexual assault, sexual violence, other Title IX violations, or retaliation is encouraged to seek the assistance of the appropriate University official designated below. For more information, refer to the University's Harassment Policy at www.eop.ua.edu/harassment.html; its Title IX website at www.titleix.ua.edu; and its Sexual Misconduct Policy at www.titleix.ua.edu/sexual-misconduct-policy.html.

For information on accommodations for pregnant students, see the FAQs for Pregnant and Parenting Students on the Title IX website.

If the situation is an emergency or you or someone you know needs immediate assistance, please contact The University of Alabama Police Department at 205-348-5454. The reported behavior discussed herein may constitute a crime. Individuals are encouraged to contact The University of Alabama Police to discuss criminal charges that may apply and the appropriateness of a criminal investigation.

Contact Information

Below is information to assist with contacting the offices and individuals identified in this document:

Designated Harassment Resource Persons

<https://eop.ua.edu/persons.html>

Student Affairs Designated Harassment Resource Person

Dr. Steven Hood
275 Rose Administration Building, Box 870116
(205) 348-6681 – shood1@sa.ua.edu

Title IX Office

Beth Howard, J.D. – Title IX Coordinator
107 Burke West, Box 870300
(205) 348-5496 – titleix@ua.edu
<http://titleix.ua.edu/>

Equal Opportunity Programs/University Compliance

Dr. Gwendolyn Hood – Director/Officer
107 Burke West, Box 870300
(205) 348-5855 – ghood@aaan.ua.edu
<https://eop.ua.edu/index.html>

Office of Student Conduct

Todd Borst – Executive Director
172 Burke East, Box 870295
(205) 348-8234 – student.conduct@sa.ua.edu
<https://studentconduct.sa.ua.edu/>

Human Resources Partners

<http://hr.ua.edu/hr-partners>

Women and Gender Resource Center

1000 South Lawn Office Building, Suite 2000
1101 Jackson Avenue, Box 870361
(205) 348-5040 – wgrc@sa.ua.edu
<https://wgrc.sa.ua.edu/>

The University of Alabama Police Department

1110 Jackson Avenue, Box 870180
(205) 348-5454 – ua.police@ua.edu
<https://police.ua.edu/>

Reporting Channels and Resources for Students

If you want to . . .	And the alleged offender is . . .	Contact this office
Report illegal discrimination, harassment, dating or domestic violence, stalking, sexual assault or violence, or incident of retaliation (*Gender-based conduct includes, but is not limited to, discrimination or harassment based on pregnancy, gender, sexual orientation, gender identity, or gender expression.)	An employee, including a faculty member, graduate assistant, other student employee, or a staff member	Designated Harassment Resource Persons For gender based conduct, Title IX Office
Report illegal discrimination, harassment, dating or domestic violence, stalking, sexual assault or violence, or incident of retaliation	A student	Student Affairs Designated Harassment Resource Person For gender based conduct, Title IX Office
Report illegal discrimination, harassment, dating or domestic violence, stalking, sexual assault or violence, or incident of retaliation	A third party or campus visitor (neither a student nor an employee)	Designated Harassment Resource Persons For gender based conduct, Title IX Office
Report illegal discrimination, harassment, dating or domestic violence, stalking, sexual assault or violence, or incident of retaliation and you believe that you cannot effectively communicate your complaint through the Designated Harassment Resource Person	Anyone	For non-gender based conduct, Equal Opportunity Programs/University Compliance For gender based conduct, Title IX Office
If you want to . . .	And the alleged offender is . . .	Contact this office
File a Code of Student Conduct charge	A student	Office of Student Conduct
Obtain information/ask questions about Title IX compliance, accommodations for pregnant students or those affected by sexual misconduct, or report gender discrimination, dating or domestic violence, stalking, sexual harassment/sexual violence and assault or incident of retaliation	Anyone	Title IX Office
Obtain free and confidential counseling (including for sexual harassment, dating or domestic violence, stalking, sexual violence or assault), advocacy, and support services and to learn more about reporting options	Anyone	Women and Gender Resource Center
File a criminal charge or report abuse or neglect of a child (under 18)	Anyone	The University of Alabama Police Department



THE UNIVERSITY OF ALABAMA®

Reporting Channels and Resources for Employees and Campus Visitors Related to Discrimination, Harassment, Dating or Domestic Violence, Sexual Assault, Sexual Violence, Stalking, and Retaliation

If you want to . . .	Contact this office
Report an employee or campus visitor for illegal discrimination, harassment, dating or domestic violence, stalking, sexual assault or violence, or incident of retaliation (*Gender-based conduct includes, but is not limited to, discrimination or harassment based on pregnancy, gender, sexual orientation, gender identity, or gender expression.)	Designated Harassment Resource Persons For gender based conduct, Title IX Office
Report an employee or campus visitor for illegal discrimination, harassment, dating or domestic violence, stalking, sexual assault or violence, or incident of retaliation for reporting and believe that you cannot effectively communicate your complaint through the Designated Harassment Resource Person	For non-gender based conduct, Equal Opportunity Programs/ University Compliance For gender based conduct, Title IX Office
Report a student for discrimination, harassment, dating or domestic violence, stalking, sexual assault or violence, or incident of retaliation for reporting OR File a Code of Student Conduct charge	Student Affairs Designated Harassment Resource Person For gender based conduct, Title IX Office Office of Student Conduct
Obtain information/ask questions about Title IX compliance, accommodations for pregnant students or those affected by sexual misconduct, or report gender discrimination, dating or domestic violence, stalking, sexual harassment/sexual violence and assault or incident of retaliation	Title IX Office <u>Note:</u> Pregnant non-student employees seeking accommodations should notify HR at 205-348-7733.
Obtain free and confidential counseling (including for sexual harassment, dating or domestic violence, stalking, sexual violence or assault), advocacy, and support services and to learn more about reporting options	Women and Gender Resource Center
File a criminal charge or report abuse or neglect of a child (under 18)	The University of Alabama Police Department

Reporting Channels for Hazing Policy

The University does not condone hazing, regardless of its form. Indeed, hazing is prohibited by the University's Code of Student Conduct and considered a crime in the State of Alabama under Alabama Code § 16-1-23. No individual shall directly engage in hazing or indirectly encourage, aid, or assist any other person in hazing. All students and other University representatives, including employees, should immediately report known or suspected hazing violations. For more information on the University's hazing policy, please visit <http://policies.ua.edu/hazing.html>.

To report hazing, please provide specific information about the hazing incident to any of the following:

The Hazing & Harassment Hotline
(205) 348-HALT (4258)
www.hazing.ua.edu

The Office of Student Conduct
(205) 348-8234 – student.conduct@sa.ua.edu
<https://studentconduct.sa.ua.edu/>

You may also report hazing online at:
<https://hazingprevention.sa.ua.edu/how-to-report/>

The Office of the Dean of Students
(205) 348-3326

The University of Alabama Police Department (UAPD)
(205) 348-5454 – ua.police@ua.edu

If the situation is an emergency and you or someone else needs immediate assistance, please contact UAPD at (205) 348-5454.

Reporting Alarming or Threatening Behavior

If the situation is an emergency or presents an imminent threat, immediately call 911. You can also reach UAPD by dialing (205) 348-5454.

In non-emergency situations:

If the alarming or threatening behavior involves a **current UA student**, please contact Dr. Jeremy Henderson, the chair of the UA Behavioral Intervention Team at (205) 348-2461.

If the alarming or threatening behavior involves a **current UA faculty member**,

please contact the Dean's Office of the involved college or school.

If the alarming or threatening behavior involves a **current UA staff member**, please contact the Vice President's Office of the applicable division and the HR partner.

If the alarming or threatening behavior involves a **visitor to the UA community**, please contact UAPD at (205) 348-5454.

Additional information is available at <http://threatassessment.ua.edu/>.

Reporting Actual or Potential Unethical or Unlawful Work-Related Behavior

Compliance & Fraud Hotline
1-866-362-9476

You may also report online at:
<http://financialaffairs.ua.edu/compliance>

Reporting Channels for Potential Violations of the UA Child Protection Policy

Under Alabama law, all University employees have a **mandatory legal duty** to immediately report known or suspected child abuse or neglect of any person under the age of 18 to the appropriate authorities, which, at UA, is The University of Alabama Police Department at (205) 348-5454. Failure to report is a criminal offense. Students are also encouraged to report. For more details, please visit <http://policies.ua.edu/childprotection.html>.