Title IX Coordinator

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Title IX Coordinator
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Title IX Staff

• Jessica Humber, Deputy Coordinator
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• Maranda Whitney, Investigator
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• Jason Wilson, Investigator
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• Two Additional Investigator positions are in the process of being filled.
Title IX of the Education Amendments of 1972 and implementing Regulations

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance."

- There are also Regulations, Dear Colleague Letter Guidance, DOE FAQs, DOE Title IX Resource Guide, Voluntary Resolution Agreements, Case Law, etc. that guide UA policy and procedure.
Prohibited Conduct

• All students and employees are covered by one policy: **The Sexual Misconduct Policy**: [http://titleix.ua.edu/sexual-misconduct-policy.html](http://titleix.ua.edu/sexual-misconduct-policy.html)

• All types of Sexual Misconduct
  – Sexual Harassment
  – Sexual Assault
  – Dating/Domestic Violence
  – Stalking
  – Sexual Exploitation

• Gender Discrimination (covered in the Harassment Policy and Non-Discrimination Statement)
  – Includes sexual orientation, gender identity, gender expression, and pregnancy
Mandatory Reporting of Child Abuse to UAPD

- Alabama law imposes a mandatory reporting duty of known or suspected child abuse on certain individuals, including all University employees, who must report to The University of Alabama Police Department (UAPD). University policy implementing the law also encourages students, volunteers, and representatives as well as third-party vendors and their employees, representatives, or volunteers that contract for use of University facilities with responsibilities that involve interaction with children to report (orally and then in written form) known or suspected child abuse to UAPD. Sexual abuse, which is one element of the more comprehensive term “abuse” under the Alabama law, includes actual or attempted rape, molestation, sexual exploitation, etc. A more complete statement of University Child Protection policy may be found at [http://policies.ua.edu/childprotection.html](http://policies.ua.edu/childprotection.html).

- A child is any person under the age of 18 years old.
- UAPD can be reached at (205) 348-5454.
Reporting Requirements as a Faculty Member

• You are a Responsible Reporting Official and required to report to the Title IX Office for information learned in your role as a Faculty member.

• When you know or reasonably should know of alleged sexual misconduct, the University is deemed to have notice and will take appropriate action, including measures aimed at ending the inappropriate conduct, preventing its recurrence, and remediating its effects.

• You are not required to determine if the University has jurisdiction, to investigate, or to determine if the allegations are provable, just report what you know.
What to do When You Receive a Report

When a Complainant contacts a Responsible Reporting Official, that official shall make a reasonable effort to advise the Complainant or other reporting party of:

1) The Responsible Reporting Official’s duty to inform the Title IX Coordinator about the incident (e.g. the names of the individuals involved; the time; the place; the location, etc).

2) The option of the Complainant or other reporting party to request that the Respondent not be informed of the identity of the Complainant (that request may limit the University’s ability to end the inappropriate conduct, prevent its recurrence, and remediate its effects).

3) The fact that the Complainant or other reporting individual may share the information on a strictly confidential basis with professional mental health counselors on campus or the WGRC.

4) If also criminal, advise the Complainant of the option of reporting to UAPD.
How to Receive a Report

• You may be the first person that the reporter has spoken to about the incident. Your response is very important.
• Be calm and do not panic. Stay professional.
• Be attentive, respectful, and understanding, not judgmental.
• Never ignore a report.
• Get the reporter’s contact information.
• Determine if there is an immediate safety need.
• Reporting should always be encouraged.
• Sign up for Harbor Training! Participants gain insight and sensitivity to the issues of interpersonal violence. Further, participants are made aware of the resources available to victims in order to provide information to those in need.
How to Notify the Title IX Office

• Beth Howard, Title IX Coordinator
  – 107 Burke West
  – gbhoward@ua.edu
  – (205) 348-5496

• Any Title IX Staff Member (see slide 3 and Quick Reference Guide)

• Contact your Designated Harassment Resource Officer
  – A list of all Designated Harassment Resource Officers is located at http://eop.ua.edu/persons.html
Confidentiality v. Privacy

- An individual may ask that you not report, but as a mandatory reporter, you do not have a choice, you must report.
- You can reassure the individual that the information is kept as private as possible and shared only on a need to know basis.
- It will be up to that individual whether they cooperate with the Title IX Office. In most cases, it is up to the individual whether there is an investigation.
- The Title IX Office will reach out to the individual, usually via email, to let them know their options and provide assistance with resources.
- If a person wants to talk to someone confidentially, you should refer them to the WGRC or other counseling options. The WGRC and others who have the confidential privilege will not share any identifying information without a release by the patient/client.
Classroom Discussions

• Even as a responsible reporting official, you are not required to report incidents of sexual misconduct if they are reported to you as part of a routine academic experience (ex. classroom discussion, writing assignments, research projects, etc.) unless the reporting party clearly states that they want a report to be made or they are seeking assistance.

• You are encouraged to provide individuals who communicate sexual misconduct with information regarding UA departments where they can obtain resources. If you need support in communicating the resources with the student, please contact the Title IX Office.
The University provides academic resources, housing resources, counseling, transportation assistance, safety planning, legal referrals, etc. (See Title IX Quick Reference Guide)

The Title IX Office can assist Complainants and Respondents with access to UA resources.

A Complainant can be assisted with resources even if the accused is not associated with UA, the accused is unknown, or if the Complainant does not request an investigation.
Dr. Jones,

Student Beth Howard (CVID 12245678) is currently enrolled in your PSC 321 course. Beth is assisting my office with a Title IX-related matter. For reasons beyond her control, Beth was unable to attend class on Friday, July 29, 2016, and missed the scheduled exam. Please excuse Beth’s absence and assist her in making up the exam. I have copied Beth on this email and advised her to speak with you about the academic assistance. If you have any questions or if I can be of any assistance, please let me know.

Thank you in advance for your consideration and time.

Thanks!

Beth

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For More Information Regarding Sexual Misconduct Investigations and Resources

- Sexual Misconduct Policy: [http://titleix.ua.edu/sexual-misconduct-policy.html](http://titleix.ua.edu/sexual-misconduct-policy.html)
- Title IX FAQs: [https://www.ua.edu/campuslife/uact/haze](https://www.ua.edu/campuslife/uact/haze)
- UAct: [www.ua.edu/UAct](http://www.ua.edu/UAct)
- Haven for Faculty, Staff, and Graduate Employee Training: [http://hr.ua.edu/faqs/haven-training-instructions](http://hr.ua.edu/faqs/haven-training-instructions)
Gender Discrimination

• UA prohibits illegal discrimination based on gender.
• See the Non-Discrimination Statement https://www.ua.edu/about/policies/files/EEO%20Policy.pdf
• This includes discrimination based on sexual orientation, gender identity, gender expression, and pregnancy.
• Sign up for Safe Zone Training! UA Safe Zone provides training discusses appropriate and respectful LGBTQ+ terminology, discusses the impact of a negative campus climate on LGBTQ+ individuals, and identifies areas of personal growth.
Pregnancy Accommodations

• Pregnancy or parental status is among the type of gender discrimination covered by Title IX. This extends to students who are pregnant or who have either had a false pregnancy, termination of pregnancy, have gone through childbirth, or are recovering from any of those conditions.

• As UA faculty, you will be responsible for assisting students with reasonable accommodations due to pregnancy-related conditions.

• If a student requests assistance or accommodations due to a pregnancy-related condition, notify the Title IX Office.
  – Examples of common pregnancy-related accommodations are rescheduling or tests, excusing absences, submitting work after a deadline without penalty, providing alternatives to make up missed work, or retaking a semester.

• A pregnant student cannot be prevented from attending class, participating in an internship, or participating in off-campus programs. If you have concerns regarding a pregnant student's ability to participate, contact the Title IX Office.
For More Information Regarding Pregnancy and Parenting Students


- Resources for Parenting Students:
  - Designated Lactation Rooms: [http://hr.ua.edu/work-life-resources/new-parent/lactation-support](http://hr.ua.edu/work-life-resources/new-parent/lactation-support)
  - Parent Resource Library located at the Child Development Resource Center
  - Parenting Assistance Line (866) 962-3030; [http://www.pal.ua.edu](http://www.pal.ua.edu)
  - Graduate School Parent Support [https://graduate.ua.edu/current-students/graduate-parent-support/](https://graduate.ua.edu/current-students/graduate-parent-support/)
Consensual Romantic Relationship Policy

• The Consensual Romantic Relationship policy states that employees shall not engage in consensual romantic or sexual relationships with any student or employee over whom they exercise any academic, administrative, supervisory, evaluative, counseling, advisory, or extracurricular authority or influence.

• If you are involved in a consensual romantic relationship that would be subject to this policy, it is your responsibility to take steps to be in compliance with this policy. You can do this by 1) voluntary transfer or reassignment of one party so the supervisor/subordinate or student/employee relationship no longer exists; 2) termination of the romantic relationship; or 3) with respect to a student seeking aid, benefits, or services, excluding the employee from having any influence over the provision of aid, benefits, or services to that student.
Thank you and Roll Tide!