

IMPORTANT UNIVERSITY OF ALABAMA POLICIES TO KNOW

Policy	Website Location	Description	Who to Contact
UAct	https://www.ua.edu/campuslife/uact/	One-stop shop for links to reporting channels for students, employees & campus visitors for illegal discrimination, harassment, retaliation, domestic violence, dating violence, stalking, sexual misconduct, other Title IX violations, hazing violations, child protection policy issues, code of student conduct violations, ethical violations, fraud, and other compliance issues.	See contacts listed on website
OAA Guidelines for Religious Holidays Observance	http://provost.ua.edu/religious-observances.html	Guidelines for faculty requiring students to notify faculty during first two weeks of the semester of their intention to be absent from class for religious observance. Faculty should give reasonable opportunity to complete academic responsibilities in the original or alternative form without penalty, unless doing so would interfere unreasonably with the academic integrity of the course.	If accommodation denied, student may seek review through the academic grievance process: http://facultyhandbook.ua.edu/appendix-d.html
Title IX– Sexual Misconduct Policy	http://titleix.ua.edu/sexual-misconduct-policy.html	<p>Title IX of the Education Amendments of 1972 is a comprehensive federal law that prohibits discrimination based on the gender of students and employees of educational institutions that receive federal financial assistance. Any student, faculty or staff member, or applicant who has concerns about pregnancy or sex discrimination (including gender identity, gender expression, sexual orientation) or sexual harassment, sexual assault, dating/domestic violence, stalking or other forms of sexual violence, or pregnancy discrimination is encouraged to seek the assistance of a Designated Responsible Reporting Official (Designated Harassment Resource Person, Office of Student Conduct, UAPD or the Title IX Coordinator).</p> <p>Strictly Confidential reports may be made to the Women and Gender Resource Center (WGRC)</p> <p>Pregnant students who need accommodations should contact the Title IX office for assistance. See Pregnant and Parenting Student FAQs on the Title IX website and UACT website.</p> <p>UA’s Equal Opportunity, Non-Discrimination and Affirmative Action Policy statement is available at www.eop.ua.edu.</p>	<p>Title IX Coordinator Beth Howard 107 Burke West, Tuscaloosa, AL 35487-0114; (205) 348-5496 Fax: (205) 348-9137 TitleIX@ua.edu for interim support or accommodations and to report Title IX violation</p> <p>Designated Harassment Resource Persons identified at: http://titleix.ua.edu/report-a-violation.html to initiate a Title IX investigation</p> <p>Women and Gender Resource Center, 348-5040, http://wgrc.ua.edu/contact.cfm, to obtain CONFIDENTIAL interim support services or victim advocacy services.</p> <p>UAPD to file a criminal charges (348-5454)</p> <p>Office of Student Conduct (348-8384) to file a Student Conduct Charge</p>
Youth Protection Programs	https://compliance.ua.edu/minorsprograms/	Effective September 1, 2017, UA is requiring an online submission process for UA and third party groups hosting camps, activities or programs that involve youth participants. This site has links to UA’s Policies and Procedures Governing Activities or Programs with Youth Participants and a Guide for Activities or Programs with Youth Participants	Compliance, Ethics, and Regulatory Affairs Coordinator Dr. Marcy Huey mhuey@fa.ua.edu 205-348-2335

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Child Protection Policy & Mandatory Report for Child Abuse or Neglect	http://policies.ua.edu/childprotection.html	University faculty, staff, students, volunteers, and representatives as well as third-party vendors that contract for use of University facilities and with responsibilities that involve interaction with children must abide by state law and UA policy, which requires mandatory & immediate reporting by UA employees to UAPD of any known/suspected child abuse or neglect of any person under the age of 18.	To report suspected child abuse/neglect, contact UAPD , 348-5454
Harassment Policy	http://eop.ua.edu/harassment.html	Harassment is abusive or hostile conduct which is directed toward or inflicted upon another person because of his or her race, color, religion, ethnicity, national origin, sex (which includes sexual orientation, gender identity, gender expression), pregnancy, age, disability, or protected veteran's status and which, because of its severity or pervasiveness, unreasonably interferes with an individual's work or academic performance or creates a hostile or abusive work or learning environment for that individual's work, education, or participation in a University activity. No person who brings a complaint may be subject to retaliation.	See http://eop.ua.edu/persons.html for list of Designated Harassment Resource Persons who can initiate a complaint process or assist in an informal resolution.
Code of Student Conduct	http://www.sc.ua.edu/index.cfm (select student code) http://www.sc.ua.edu/conduct.pdf	Any member of the UA community may file a complaint against any student for misconduct. Complaints should be prepared in writing and directed to Office of Student Conduct. Among other offenses, the Code of Student Conduct covers behaviors that are prohibited in the University's Drug Free Campus and Workplace Policy, Alcohol and Other Drugs Policy for Students, Hazing Policy, Harassment Policy, Child Protection Policy, Sexual Misconduct Policy, Dangerous Weapons and Firearms Policy, and other University Policies. Prohibits hazing, sexual misconduct, bullying behaviors, threats to others & harassing contact that may be perceived as distressing, harmful, threatening, or intimidating.	Office of Student Conduct Todd Borst, Director 173 Burke Hall West Box 870295 (205) 348-8234 student.conduct@sa.ua.edu
Hazing & Harassment Hotline	205/348-HALT (4258) http://policies.ua.edu/hazing.html	24-hour "Hazing Hotline" receives reports of incidents of hazing confidentially and, if desired, anonymously. Hazing is "any act which inflicts extreme physical, emotional, or psychological pressure or injury on an individual or which purposely demeans, degrades, or disgraces an individual." Students committing acts of hazing are subject to Code of Student Conduct violations and can be charged with a Class C misdemeanor. An individual or organization participating in hazing or knowingly permitting hazing <i>forfeits entitlement to public funds, scholarships, awards and grants</i> . No individual shall directly engage in hazing or indirectly encourage, aid, or assist any other person in hazing. <i>Failure to report hazing</i> is also a violation of Alabama law and University policy.	205/348-HALT (4258) http://policies.ua.edu/hazing.html (form available) Callers may also leave a confidential message with the Dean of Students' office (205-348-3326) Reports may be made to Office of Student Conduct at 205-348-8234 or email student.conduct@sa.ua.edu If the situation is an emergency, please contact UAPD (205-348-5454)
Campus Security Act Reporting Obligation	http://police.ua.edu/clery-act/	All campus officials with <i>significant responsibility for student activities</i> must report information about crimes that occur on campus, on property adjacent to the campus and on property that UA owns or leases, even if no report is made to the police.	UAPD: Dr. Chad Clark, Clery Compliance Officer, 348-5454, cclark@fa.ua.edu See Campus Security Report at www.safety.ua.edu .

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Consensual Romantic Relationships Policy	http://hr.ua.edu/hr-policy-manual (Policy # 130)	Employees are prohibited from engaging 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. Employees who have authority to influence aid, benefits, or services provided to a student may not engage in such relationships with students seeking that aid, benefits or services. Employees who have the authority to influence academic progress of a student are prohibited from having a consensual relationship with that student.	Report consensual relationships to management. Violations may be reported to: Title IX Coordinator Beth Howard 107 Burke West, Tuscaloosa, AL 35487-0114; (205) 348-5496 TitleIX@ua.edu or Designated Harassment Resource Persons identified at: http://titleix.ua.edu/report-a-violation.html
Code of Ethical Conduct	http://policies.ua.edu (select Code of Ethical Conduct)	Identifies eight standards of ethical conduct which must be reported. Reporters are protected from retaliation for having made a report.	Appropriate offices or Ethics and Fraud Hotline (see below).
State Ethics/ Conflict of Interest	http://www.provost.ua.edu/state-ethics-law.html	Has information about mandatory ethics training for certain UA employees and ethics-related policies at UA (including regarding selling of football tickets, receiving gifts, use of office for personal gain, using your textbook without approval by a textbook selection committee, etc.).	Websites to pertinent policies incorporated in handout on website. Suspected violations can also be reported to Fraud Hotline (see below)
Ethics and Fraud Hotline	http://financialaffairs.ua.edu/compliance/	This Compliance and Fraud hotline enables members of the UA community to inquire about or report actual or potential unethical or unlawful work-related behavior in a safe, anonymous way, online or over the phone.	Call toll-free 24 hours a day, 7 days a week 1-866-362-9476 or file an on-line report http://financialaffairs.ua.edu/compliance/
Behavioral Threat Assessment	http://threatassessment.ua.edu/	This site provides information on how the University identifies possible behavioral threats and outlines how to report a person of concern.	Always call UAPD (348-5454) immediately if student/employee is an immediate threat to self or others. See reporting options at: http://threatassessment.ua.edu/?page_id=85
Dangerous Weapons & Firearms Policy	https://www.ua.edu/about/policies/weapons	UA prohibits possession, transportation, and use of firearms and other dangerous weapons on campus. UAPD provides temporary storage for firearms lawfully possessed by students. Faculty and Staff may not possess firearms on campus except for a firearm properly maintained in a personal vehicle in a manner consistent with Alabama law.	UAPD , 348-5454
Alcohol and Other Drug Prevention	http://aodprevention.ua.edu	Contains Drug and Alcohol policies for UA employees and students, prevention and education efforts, and copies of notices to students/employees about alcohol and other drug prevention programs.	Dr. Delynn Wilcox, Assistant Director, Health Planning and Prevention , 348-0859.
Assumption of Risk Forms & Insurance Contact	http://riskmanagement.ua.edu/	See waivers, releases & assumption of risk forms for minors and adults on left side of website. Has resources on what to do in case of accident, driver safety and vehicle management, insurance coverage for student organization advisors and faculty travel inside & outside US.	Director of Risk Management , Wade Bond, 348-7516

