

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

Reporting Channels for 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 race, color, religion, ethnicity, national origin, sex, sexual orientation, age, disability or veteran status. 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 policy violations.

Any student, faculty or staff member, applicant or campus visitor who has concerns about illegal discrimination, harassment, sexual assault or sexual violence 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 <http://eop.ua.edu/harassment.html>; its Title IX website at www.titleix.ua.edu; and its sexual assault policy in the student handbook at <http://www.studenthandbook.ua.edu/policyforstudents.html>.

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. Behavior of this type may constitute a crime. Individuals are encouraged to contact the University Police at 205-348-5454 to discuss criminal charges that may apply and the appropriateness of a criminal investigation.

Reporting Channels for Students

| If you want to ... | And the alleged offender is ... | Contact this office |
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| Report discrimination, harassment, sexual assault or violence or incident of retaliation | An employee, including a faculty member, graduate assistant, other student employee or a staff member | Designated Harassment Resource Person. A current list for each department, school or college can be found at http://eop.ua.edu/persons.html . |
| Report discrimination, harassment, sexual assault or violence or incident of retaliation | A student | Student Affairs Designated Harassment Resource Person Molly Lawrence 275 Rose Administration Building • Box 870116 205-348-6681 or mlawrence@sa.ua.edu |
| Report discrimination, harassment, sexual assault or violence or incident of retaliation | A third party or campus visitor (neither a student nor an employee) | Any Designated Harassment Resource Person. A current list for each department, school or college can be found at http://eop.ua.edu/persons.html . |
| Report discrimination, harassment, sexual assault or violence or incident of retaliation and believe that you cannot effectively communicate your complaint through the Harassment Resource Person | Anyone | Director of Equal Opportunity Programs/ University Compliance Officer Gwendolyn Hood 171 Rose Administration Building • Box 870300 205-348-5855 or ghood@alan.ua.edu Or If gender-based, the Title IX Coordinator Beth Howard 152A Rose Administration Building • Box 870114 205-348-5496 or gbhoward@ua.edu |
| 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 Todd Borst, Executive Director 107 Burke West • Box 870295 205-348-8234 |
| Obtain information/ask questions about Title IX compliance or report gender discrimination, sexual harassment/sexual violence and assault or incident of retaliation | Anyone | Title IX Coordinator Beth Howard 152A Rose Administration Building • Box 870114 205-348-5496 or gbhoward@ua.edu |
| Obtain free and confidential counseling (including for sexual harassment, sexual violence or assault), advocacy, and support services and to learn more about reporting options | Anyone | Women's Resource Center Elle Shaaban-Magaña, Director 1000 South Lawn Office Building, Suite 2000 (1101 Jackson Avenue) • Box 870361 205-348-5040 or wrc@sa.ua.edu • http://wrc.ua.edu/index.cfm |
| File a criminal charge or report abuse or neglect of a child (under 18) | Anyone | The University Police Department 1110 Jackson Avenue • Box 870180 205-348-5454 or ua.police@ua.edu |

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

- The Hazing & Harassment Hotline
205-348-HALT (4258)
<http://www.hazing.ua.edu>
- The Office of Student Conduct
205-348-8234
student.conduct@sa.ua.edu
- The University of Alabama Police Department (UAPD)
205-348-5454
- You may also report hazing online at:
<http://www.hazing.ua.edu/report.cfm#top>

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

<http://www.ua.edu/uact>

Reporting Channels for Employees and Campus Visitors for Discrimination, Harassment, Sexual Assault or Sexual Violence, Threat Assessment or Fraud

| If you want to ... | Contact this office |
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| Report an employee or campus visitor for discrimination, harassment, sexual assault or violence or incident of retaliation | Designated Harassment Resource Person. A current list for each department, school, or college can be found at http://eop.ua.edu/persons.html . |
| Report an employee or campus visitor for discrimination, harassment, 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 | Director of Equal Opportunity Programs / University Compliance Officer, Gwendolyn Hood 171 Rose Administration Building • Box 870300 • 205-348-5855 <i>Or</i> For gender-based conduct, contact Title IX Coordinator, Beth Howard 152A Rose Administration Building • Box 870114 • 205-348-5496 or gbhoward@ua.edu |
| Report a student for discrimination, harassment, sexual assault or violence or incident of retaliation for reporting OR File a Code of Student Conduct charge | Student Affairs Designated Harassment Resource Person, Molly Lawrence 275 Rose Administration Building • Box 870116 • 205-348-6681 or mlawrence@sa.ua.edu Office of Student Conduct, Todd Borst, Executive Director 107 Burke West • Box 870295 • 205-348-8234 |
| Obtain information/ask questions about Title IX Compliance or report gender discrimination, sexual harassment/sexual violence and assault or incident of retaliation for reporting | Title IX Coordinator, Beth Howard 152A Rose Administration Building • Box 870114 • 205-348-5496 or gbhoward@ua.edu |
| Obtain free and confidential counseling (including for sexual harassment, sexual violence or assault), advocacy, and support services and to learn more about reporting options | Women's Resource Center, Elle Shaaban-Magaña, Director 1000 South Lawn Office Building, Suite 2000 (1101 Jackson Avenue) • Box 870361 205-348-5040 or wrc@sa.ua.edu • http://wrc.ua.edu/index.cfm |
| File a criminal charge or report abuse or neglect of a child (under 18) | The University Police Department 1110 Jackson Avenue • Box 870180 • 205-348-5454 or ua.police@ua.edu |
| Report alarming/threatening behavior having the potential to negatively impact the UA community and the alleged offender is anyone | <p>If the situation is an emergency or presents an imminent threat, immediately call 911 or 205-348-5454 from any UA phone or 205-348-5454 from a non-UA phone</p> <p>In non-emergency situations: If the alarming/threatening behavior involves a current UA student, contact the chairperson of the Behavioral Intervention Team — http://dos.ua.edu/, 205-348-3326.</p> <p>If the alarming/threatening behavior involves a current UA faculty member, contact the Dean's Office of the involved College/School or HR (http://hr.ua.edu/hr-partners).</p> <p>If the alarming/threatening behavior involves a current UA staff member, contact the Vice President's Office of the applicable division and HR (http://hr.ua.edu/hr-partners).</p> <p>If the alarming/threatening behavior involves a visitor to the UA community, contact UAPD.</p> <p>Additional information at http://threatassessment.ua.edu</p> |
| Inquire about or report actual or potential unethical or unlawful work-related behavior and the alleged offender is an employee | Compliance and Fraud Hotline 1-866-362-9476 or online at http://financialaffairs.ua.edu/compliance/ |

Reporting Channels for Violation of 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 the University 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>.

<http://www.ua.edu/uact>



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