

# Resources and Reporting Options

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All individuals are encouraged to seek the support on and off campus resources, regardless of when or where the incident occurred. Trained professionals can provide guidance in making decisions, information about available resources and procedural options, and assistance to either party in the event that a report and/or resolution under the Policy is pursued. Below is detailed information regarding reporting options, including, "Confidential Resources" (as defined in the Title IX Policy).

## Confidential Resources

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Alabama law. The University has designated individuals who have the ability to have privileged communications as "Confidential Employees." When information is shared by an individual with a Confidential Employee or a community professional with the same legal protections, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

Employees who qualify for the confidentiality privilege by law will maintain strict confidentiality in all circumstances. These include employees at the Student Health and Wellness (205-934-3580), Counselling Services (205-934-5816), and other mental health professionals. Reporting discrimination or sexual misconduct through such employees will not serve as notice to the University to address the alleged discrimination or misconduct.

## Reporting Considerations and Options

1. Timeliness and Location of Incident
  - a. All individuals, including a Complainant or witness, are encouraged to report Prohibited Conduct regardless of when or where it occurred, as soon as possible to maximize the ability to respond promptly and effectively. The University does not, however, limit the time frame for reporting. If the Respondent is no longer a student at the time of the report, or if the conduct did not occur on campus, in the context of an education program or activity of the University, or have continuing adverse effects on campus or in an off-campus education program or activity, the University may not be able to fully investigate nor take disciplinary action against the Respondent. In each instance, the University will still provide any fair and reasonable support and resources to a Complainant designed to end the Prohibited Conduct, prevent its recurrence, and address its effects.
2. How to Make a Report

Any person may make a report, including anonymously, of Prohibited Conduct to the Title IX Coordinator, Human Resources, Athletics, or the Office of Diversity, Equity and Inclusion:

Title IX Coordinator:  
 Dr. John Jones, III  
 VP Student Affairs and Interim Title IX Coordinator  
 Hill Student Center Suite 401  
 1400 University Blvd.  
 (205) 996-0132

Student Advocacy Rights and Conduct  
 Emily Feinstein  
 Director Student Advocacy Rights and Conduct  
 Hill Student Center, Suite 303  
 1400 University Blvd  
 (205) 975-9509

Human Resources:  
 Robert Barnes  
 Administration Building, Room 210  
 701 20th Street South  
 (205) 934-4458

Athletics:  
 Derita Ratcliffe (Deputy Coordinator)  
 Senior Associate Athletic Director/SWA  
 Bartow Arena  
 617 13th Street South  
 (205) 975-6283

Office of Diversity, Equity, and Inclusion:  
 Dr. Paulette Patterson Dilworth  
 VP Diversity, Equity and Inclusion  
 Administration Building 320B  
 701 20th Street South  
 (205) 934-0451

For the Huntsville and Montgomery Campus, in addition to the above, reports can also be made to:  
 UAB School of Medicine - Huntsville Regional Medical Campus:

W. Scott Bence (or his designee)  
 Executive Administrator and Assistant Dean  
 (256) 539-7757  
 bencew@uab.edu

UAB School of Medicine - Montgomery Regional Medical Campus  
 Todd A. Smith (or his designee)  
 Director of Administration and Fiscal Affairs  
 (334) 284-7542  
 tbsmith@uab.edu

Additionally, reports can be made to any Responsible Employee, or to another appropriate office such as Student Affairs, or the Office of Provost. Reports shall be sent to the Title IX Coordinator. If the person to whom a report normally would be made is the Respondent, reports may be made to another "Responsible Employee" (as defined in the Title IX Policy).

Anonymous reports may be made submitting online at:

- <https://www.uab.edu/titleix/report-a-violation> or
- UAB Ethics Hotline System Hotline at 1-866-362-9476.

With respect to anonymous reports, depending on the level of information available about the incident, the University's ability to respond to an anonymous report may be limited.

In cases in which the report was made anonymously or by a third party (such as a family member, friend, roommate, adviser, or faculty member), the Title IX Policy will apply in the same manner as if the Complainant had made the initial report. The Title IX Coordinator or designee will make every effort to meet with the Complainant to discuss available options and on-campus and off-campus resources.

## Emergency/Immediate Assistance

The University encourages all community members affected by sexual misconduct to seek immediate assistance. Doing so promptly may be important to ensure the person's physical safety or to obtain medical care or other support. It may also be necessary to preserve evidence, which can assist the University or law enforcement in responding effectively. Assistance is available from the UAB Police Department (UABPD) 24 hours a day, 7 days a week at (205)934-3535. The UABPD will investigate every incident reported to them to determine if a crime has been committed. The UABPD will also inform the University Title IX Coordinator of the incident. Any criminal investigation by UABPD or other law enforcement agency is independent from any conduct investigation undertaken by the University under the Title IX Policy. **Victims of sexual violence are not required to report to law enforcement in order to receive assistance from or pursue any options provided by UAB.**

## Amnesty

The University community views the safety of our students as a top priority. A student who is under the influence of alcohol or drugs at the time of an incident should not be reluctant to seek assistance for that reason. The University will not pursue disciplinary violations against a student (or against a witness) for their improper use of alcohol or drugs (e.g., underage drinking) if the student is making a good faith report of Prohibited Conduct. The Title IX Coordinator (or designee) may, however, refer a student to substance abuse counseling depending on the circumstances of the individual situation. Thus, for purposes of this Policy, as applied to UAB, individuals who report potential Prohibited Conduct or participate in an investigation of Prohibited Conduct and reveal a potential violation of UAB policy relating to drug or alcohol use may not be sanctioned for such violations.

## Prohibition on Retaliation

It is illegal and a violation of the University's Title IX Policy to retaliate against a person for filing a complaint of sexual misconduct or for cooperating in a sexual misconduct investigation. Any person who retaliates against a person for reporting sexual misconduct, filing a sexual misconduct complaint, or participating in a sexual misconduct investigation is subject to conduct action up to and including expulsion from the University.