



# UACT ■ 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, harassment, sexual misconduct, 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](http://www.eop.ua.edu/harassment.html); its Title IX website at [www.titleix.ua.edu](http://www.titleix.ua.edu); and its Sexual Misconduct Policy at [www.titleix.ua.edu/sexual-misconduct-policy.html](http://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:

#### Student Life Designated Harassment Resource Person

Erika Mason-Imbody  
275 Rose Administration Building, Box 870116  
(205) 348-6681 – [emasonimbody@ua.edu](mailto:emasonimbody@ua.edu)

#### Office of Student Conduct

172 Burke East, Box 870295  
(205) 348-8234 – [student.conduct@sa.ua.edu](mailto:student.conduct@sa.ua.edu)  
<https://studentconduct.sa.ua.edu/>

#### Equal Opportunity Programs & Title IX Office

Beth Howard – Executive Director  
2418 Capital Hall, Box 870259  
(205) 348-5496  
<https://eop.ua.edu/> – <https://titleix.ua.edu/>

#### Human Resources Partners

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

#### Designated Harassment Resource Persons

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

#### Women and Gender Resource Center

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

\*In addition to the Reporting Channels noted below, any report of potential illegal discrimination or harassment can also initially be made to the **Division of Diversity, Equity, and Inclusion**, 313 Rose Administration Building, Box 870115 – (205) 348-2053 – [diversity@ua.edu](mailto:diversity@ua.edu) – <https://diversity.ua.edu>

## Reporting Channels and Resources for Students

If you want to . . .	And the alleged offender is . . .	Contact this office
Report illegal discrimination, harassment, sexual misconduct, 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, sexual misconduct, or incident of retaliation	A student	Student Life Designated Harassment Resource Person  For gender based conduct, Title IX Office
Report illegal discrimination, harassment, sexual misconduct, 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, sexual misconduct, 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  For gender based conduct, Title IX Office
If you want to . . .	And the alleged offender is . . .	Contact this office
File a report of an alleged Code of Student Conduct violation	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 sexual misconduct or related incident of retaliation	Anyone	Title IX Office
Obtain free and confidential counseling (including for victims of sexual misconduct), 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, sexual misconduct, 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, sexual misconduct, 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 For gender based conduct, Title IX Office
Report a student for discrimination, harassment, sexual misconduct, or incident of retaliation for reporting OR File a Code of Student Conduct charge	Student Life 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 sexual misconduct or related incident of retaliation or violations of UA's Consensual Romantic Relationships Policy	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 victims of sexual misconduct), 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](http://www.hazing.ua.edu)

**The Office of Student Conduct**  
(205) 348-8234 – [student.conduct@sa.ua.edu](mailto: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](mailto: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 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 Child Abuse or Neglect

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> and review the Child Abuse Reporting Policy and Procedures.

### Reporting Potential Hate or Bias Incidents

Students, faculty, staff, and campus visitors who feel they have been the targets of, or who have been witness to, a hate or bias incident are strongly encouraged to contact the University's **Hate & Bias Hotline** at 205-348-BIAS (2427) to make the University aware of such incidents. You may also report online at: <https://diversity.ua.edu/>.

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