

Respondent Rights, Contact, and Supportive Measures

Full text of the Sex and Gender Discrimination Policy is located at <https://www.una.edu/titleix/policies-and-procedures.html> or by requesting a printed copy from the Title IX Investigator. For questions about the Policy or the Respondent Rights, contact the Title IX staff member assigned to your case.

Students alleged to have committed sexual harassment (quid pro quo, hostile environment, sexual assault, dating violence, domestic violence, or stalking), sexual contact, or sexual exploitation have the following rights:

- The right to an equitable investigation and resolution of all credible allegations of Prohibited Conduct made in good faith to UNA officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by all UNA officials.
- The right to have UNA policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by UNA officials from reporting sexual harassment, discrimination, and/or retaliation to both on-campus and off-campus authorities.
- The right to be informed by UNA officials of options to notify proper law enforcement authorities, including on-campus (UPD) and local police, and the option(s) to be assisted by UNA authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by UPD and/or other UNA officials.
- The right to be informed of supportive measures, such as mutual No Contact Orders; counseling; advocacy; health care; student financial aid, visa, and immigration assistance; or other services, both on campus and in the community.
- The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:
 - Relocating an on-campus student's housing to a different on-campus location;
 - Assistance from UNA staff in completing the relocation;
 - Changing an employee's work environment (e.g., reporting structure, office/workspace relocation);



- Transportation accommodations;
 - Visa/immigration assistance;
 - Arranging to dissolve a housing contract;
 - Exam, paper, and/or assignment rescheduling or adjustment;
 - Receiving an incomplete in, or a withdrawal from, a class(es);
 - Transferring class sections;
 - Temporary withdrawal/leave of absence;
 - Campus safety escorts; and
 - Alternative course completion options.
- The right to have UNA maintain supportive measures for as long as necessary and for supportive measures to remain private, provided privacy does not impair the University's ability to provide the supportive measures or otherwise interfere with the University's obligations under Title IX.
 - The right to receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible.
 - The right to ask the Investigator(s) and Decision-maker(s) to identify and question relevant witnesses, including expert witnesses.
 - The right to provide the Investigator(s)/Decision-maker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Chair, may be asked of any party or witness.
 - The right to have inadmissible prior sexual history or irrelevant character evidence excluded by the decision-maker.
 - The right to know the relevant and directly related evidence obtained and to respond to that evidence.
 - The right to fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record.
 - The right to receive a copy of the investigation report, including all factual, policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the hearing, and the right to have at least ten (10) business days to review the report prior to the hearing.
 - The right to respond to the investigation report, including comments providing any additional relevant evidence after the opportunity to review the investigation report, and to have that response on the record.
 - The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
 - The right to regular updates on the status of the investigation and/or resolution.
 - The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Decision-maker(s) who have received relevant annual training.
 - The right to a Hearing Panel that is not single-sex in its composition, if a panel is used.
 - The right to preservation of privacy, to the extent possible and permitted by law.
 - The right to meetings, interviews, and/or hearings that are closed to the public.
 - The right to petition that any UNA representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
 - The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process, subject to any limitations in the Sexual Misconduct Policy, such as an Advisor complying with UNA procedures and rules of decorum.



- The right to the use of the appropriate standard of evidence, preponderance of the evidence, to make a finding after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- The right to have an impact statement considered by the Decision-maker(s) following a determination of responsibility for any allegation, but prior to sanctioning.
- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale of the decision (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties.
- The right to be informed in writing of when a decision by the University is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the Title IX Coordinator.
- The right to not have to provide a statement during the Investigation or provide a statement or answer questions at the live-hearing. However, the investigation may continue and a decision regarding responsibility may be made based on the available statements and evidence.
- The right to be notified that information and materials the University obtains during its investigation into allegations of Prohibited Conduct may be disclosed to law enforcement in response to a valid subpoena.
- The right to a fundamentally fair resolution as defined in these procedures.
- The right to have access to published policies regarding Prohibited Conduct and University disciplinary procedures, including the possible range of sanctions.



ON-CAMPUS CONTACT INFORMATION:

- Title IX Coordinator
GUC 202
Box 5023
University of North Alabama
Florence AL 35632
(256) 765-4223
 - For more information regarding Title IX: www.una.edu/titleix/
- Student Counseling Services
726 North Pine Street
Box 5192
University of North Alabama
Florence, AL 35632
(256) 765-5215
 - For more information regarding the UNA Counseling Center: www.una.edu/counseling
- University Health Services
416 N. Seminary St.
Suite #1100
(256) 765-4328
 - For more information regarding UNA Health Services: www.una.edu/healthservices
- University of North Alabama Police Department
Basement of Keller Hall
(256) 765-4357
 - To review information regarding the University Police Department:
www.una.edu/police
- Mitchell-West Center for Social Inclusion
(256)-765-5137
 - To review information regarding the Center for Social Inclusion:
ww.una.edu/socialinclusion
- Disability Support Services
GUC 111, across from the Lion's Den Game Room
(256) 765-4214
 - To review information regarding the Office of Disability Services:
www.una.edu/disability-support



COMMUNITY CONTACT INFORMATION:

- North Alabama Medical Center – ECM Hospital
1701 Veterans Drive
Florence, AL
(256) 629-1000
- Shoals Hospital
201 West Avalon Avenue
Muscle Shoals, AL
(256) 386-1616
- Helen Keller Hospital
1300 S. Montgomery Ave.
Sheffield, AL
(256) 386-4196

Examples of Supportive Measures Available:

Accommodation, interim protective measure, or support service	Contact organization(s) and/or person(s)	Additional Information
Safety planning (including no contact orders)	Title IX Coordinator ¹	Provides assistance obtaining administrative no-contact orders, upon request and if reasonably available, to Complainants and Respondents.
Safe housing/ relocation²	UAPD	Provides assistance with location of safe housing.
	Title IX Coordinator	Upon request and if reasonably available, provides Complainants and Respondents housing support (see above).
Filing a criminal report³	UPD	Officers can assist with filing a police report and provide next steps.
Legal and judicial options	Alabama State Bar Association	The Alabama State Bar Association provides a Lawyer Referral Service. Additional information is also available at www.alabar.org .

¹ Title IX Coordinator, (256) 765-4223. Address: GUC 202, Box 5023, Florence, AL 35632.

² If a Respondent receives interim sanctions removing them from University housing and/or removing them from being on campus, the Respondent is not eligible for safe housing/relocation.

³ If a Respondent, in good faith, files a criminal report alleging Prohibited Conduct pursuant to this policy, the Title IX Coordinator, upon proper notice, will conduct an investigation wherein the Respondent would be considered a complainant and may be eligible for Resources



Academic advocacy or accommodations	Title IX Coordinator	Upon request and if reasonably available, provides Complainants and Respondents with academic intervention assistance (transferring to another class, rescheduling an exam, accessing academic support such as tutoring, arranging for incompletes or withdrawal, and preserving eligibility for academic, athletic, or other scholarships, financial aid, internships, study abroad, or foreign student visas and immigration status). Also assists students who have a disability (including those who may have developed a disability as a result of experiencing Prohibited Conduct) contact the Office for Disability Services for registering for longer term reasonable accommodations.
	Disability Support Services ⁴	If requested and if reasonably available, provides reasonable accommodations for students who self-identify as needing reasonable accommodations as it relates to a disability.
Employment support	Title IX Coordinator	Upon request and if reasonably available, provides Complainants and Respondents employment support.
Transportation assistance	Title IX Coordinator	Upon request and if reasonably available, provides Complainants and Respondents on-campus parking options or other transportation accommodations to ensure safety and access to other services.
Advocacy and case management	University Case Manager ⁵	Provides free case management services to students during difficult situations and provides crisis prevention and intervention, advocacy, resources, and referrals.
ON- AND OFF-CAMPUS COUNSELING AND MEDICAL SUPPORT SERVICES		
Counseling and professional and personal support	Student Counseling Services ⁶	Counselors are available for assessment of needs/problems, short-term counseling, group presentations, crisis intervention, and facilitation of referrals for students.
	Title IX Coordinator	Can provide referrals to health and mental health counseling services.
Emergency Care	North Alabama Medical Center -ECM Hospital	Provides emergency care, located in Florence, AL.
	Shoals Hospital	Provides emergency care, located in Muscle Shoals, AL.
	Helen Keller Hospital	Provides emergency care, located in Sheffield, AL.
Medical services	UNA Health Services ⁷	Provides medical services for students only including, a Walk-In Clinic, Women's Health Services, STI testing and treatment, Laboratory, and Immunization.

⁴ Disability Support Services, 256-765-4214

⁵ University Case Management, 256-765-4531

⁶ Student Counseling Services, (256) 765-5215

⁷ University Health Services, 256-765-4328

