

## Respondent Rights, Contact, and Supportive Measures

Full text of the Sex and Gender Discrimination Policy is located at <http://www.una.edu/titleix/policies-and-procedures.htm> 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:

- x The right to an equitable investigation and resolution of all credible allegations of Prohibited Conduct made in good faith to UNA officials.
- x The right to timely written notice of all alleged violations, including the identity of 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.
- x 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.
- x The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- x The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- x The right to be treated with respect by all UNA officials.
- x The right to have UNA policies and procedures followed without material deviation.
- x The right not to be pressured to mediate or otherwise informally resolve any reported misconduct with authorities, including on

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- o Transportation accommodations;
  - o Visa/immigration assistance;
  - o Arranging to dissolve a housing contract;
  - o Exam, paper, and/or assignment rescheduling or adjustment;
  - o Receiving an incomplete in, or a withdrawal from, a class(es);
  - o Transferring class sections;
  - o Temporary withdrawal/leave of absence;
  - o Campus safety escorts; and
  - o Alternative course completion options.
- x The right to have UNA maintain supportive measures for as long as necessary and for supportive
  - x The right to receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible
  - x The right to ask the Investigator(s) and Decisionmaker(s) to identify and question relevant witnesses, including expert witnesses.
  - x The right to provide the Investigator(s)/Decisionmaker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Chair, may be asked of any prior witness
  - x The right to have inadmissible prior sexual history or irrelevant character evidence excluded by the decisionmaker.
  - x The right to know the relevant and directly related evidence obtained and to respond to that evidence
  - x 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.
  - x 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
  - x 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
  - x 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.
  - x The right to regular updates on the status of the investigation and/or resolution.
  - x The right to have reports of alleg



**TITLE IX**



ON-CAMPUS CONTACT INFORMATION:

- x Title IX Coordinator  
GUC 20  
Box 5023  
University of North Alabama  
Florence AL 35632  
(256) 7654223  
 For more information regarding Title IX [www.una.edu/titleix/](http://www.una.edu/titleix/)
  
- x Student Counseling Services  
726 North Pine Street  
Box 5192  
University of North Alabama  
Florence, AL 35632  
(256) 7655215  
 For more information regar



COMMUNITY CONTACT INFORMATION:

- x North Alabama Medical Center/ECM Hospital  
1701 Veterans Drive  
Florence, AL  
(256) 6291000
  
- x Shoals Hospital  
201 West Avalon Avenue  
Muscle Shoals, AL  
(256) 3861616
  
- x Helen Keller Hospital  
1300 S. Montgomery Ave.  
Sheffield, AL  
(256) 3864196

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 W* n BT Q 45.35ng	



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 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	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	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



**TITLE IX**