Prohibited Conduct

- Dating Violence
- Domestic Violence
- Stalking
- Sexual Assault
- Gender-Based Harassment
- Sexual Harassment
- Sexual Exploitation
- Discrimination based on sex, sexual orientation, gender identity, gender expression and/or related retaliation

If someone tells you they have experienced a form of prohibited conduct:

WHAT TO DO:

1. If someone tells you they have experienced a form of prohibited conduct, first, offer them support, listen to them and encourage them to seek help and counseling as soon as possible.
2. If the individual’s safety is an immediate concern, call 911 or contact the Montgomery Police Department Non-Emergency: 334-625-2651.
3. Tear this card at the perforation. Keep this half for your information, and provide the other half to the reporting party.
4. Share reporting options. Inform reporter that a formal complaint can be filed with the Title IX Coordinator in accordance with the Title IX Sex Discrimination, Sexual Harassment, and Sexual Violence Policy.
5. The Title IX Office can be contacted to assist you in responding to the report. You should not investigate the complaint.

If you have experienced a form of prohibited conduct:

WHAT TO KNOW:

- You are in control.
- You have the right to choose whom you will talk to, what resources you will use, what you will say and when you will say it.
- If you choose to share your experience, your disclosure will be taken seriously and you will be treated with dignity and respect.
- The University will respond promptly and effectively to reports of Prohibited Conduct and will take appropriate action to prevent its occurrence, correct and address its effects, provide supportive measures, and, when warranted, issue discipline for violations of the Title IX Sex Discrimination, Sexual Harassment, And Sexual Violence Policy.
- You will be protected from retaliation. UAB does not tolerate acts of retaliation against anyone filing a complaint or participating in an investigation.

OPTIONS:

- You have many resources available to you at UAB and in the community.
- You have the right to report to the University to initiate an administrative process. Contact the Title IX Office at 205-996-1340, titleixoffice@uab.edu.
- You have the right to report to local law enforcement to initiate a criminal process.

ACTIONS TO CONSIDER:

- Preserve the physical evidence.
- Speak confidentially to a professional or pastoral counselor.
- File a formal complaint with the Title IX Office.
- Report to Law Enforcement.
- Go somewhere you feel safe.
- Seek supportive measures.
- Seek medical attention.
- Submit an anonymous report.
- Seek a sexual assault forensic exam within 72 hours.
**COMMUNITY RESOURCES:**

- **Lighthouse Counseling Center / Standing Together Against Rape (STAR)**
  111 Coliseum Blvd., Montgomery, AL 36109
  334-213-1227 or 888-908-7273 • lighthousehelp.com
- **Montgomery Police Department**
  320 North Ripley Street, Montgomery, AL 36104
  Non-Emergency: 334-625-2651
  montgomerygov.gov/city-government/departments/police
- **Baptist Medical Center South**
  2105 East Blvd., Montgomery, AL 36116
  334-288-2100 • baptistfirst.org

**WHAT SHOULD I SAY?**

"Thank you for sharing with me. Please know you are not at fault. There are resources available to you both on campus and off-campus. Please know that you can decide what happens next. You have the right to make a report to the police department, UAB Title IX Office, or choose not to report. Retaliation for reporting is prohibited and should be reported to the Title IX Office. What can I do to support you?"

**Prohibition on Retaliation**

UAB has a strong prohibition against retaliation. The University does not tolerate acts of retaliation against anyone for filling a complaint or participating in an investigation. Every effort will be made to protect your privacy.

**HOW TO MAKE A REPORT?**

Any person (whether the person reporting is the person alleged to be the victim of Prohibited Conduct) may make a Report, including anonymously, of Prohibited Conduct to the persons below in person (during business hours) or by mail, by telephone, or by email using the contact information below at any time, including during non-business hours:

- **Email:** titleixoffice@uab.edu
- **Phone:** 205-996-1340
- **Online:** www.uab.edu/titleix
- **Mail:** HSC Suite 405
  1720 2nd Avenue South
  Birmingham, AL 35294

To file an anonymous report contact UAB Ethics Hotline 866-362-9476 (24/7 response).

**WHAT HAPPENS NEXT?**

After a report is submitted, the Title IX Office will reach out to the parties to inform them of their rights, resources, and option to request supportive measures.