

# UAB

## MONTGOMERY

### REGIONAL MEDICAL CAMPUS

## TITLE IX RESOURCE CARD

### Responsible Employee Response Guide

## Sexual Misconduct

- 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 sexual misconduct:

#### WHAT TO DO:

1. If someone tells you they have experienced sexual misconduct, 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 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 individual who experienced the violence.
4. Report the incident to the Title IX Coordinator in accordance with the policy listed on the back of this card.
5. Allow the Title IX Office to conduct the investigation in accordance with UAB Title IX Sexual Violence and Sexual Misconduct Policy and related procedures.

Keep

(Tear Here)

### If you have experienced sexual misconduct:

#### 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.
- UAB prohibits sexual misconduct which includes gender-based assault, harassment, exploitation, dating and domestic violence, stalking, as well as discrimination based on sex, sexual orientation, gender identity and gender expression.
- You will be protected from retaliation. UAB does not tolerate acts of retaliation against anyone filing a complaint or participating in an investigation.

Give

#### ACTIONS TO CONSIDER:

- Go somewhere you feel safe.
- Seek support services.
- Seek medical attention.
- Know you have resources.
- Preserve the physical evidence.
- Speak confidentially to a professional or or pastoral counselor.
- Submit an anonymous report.
- Submit a formal report.

#### OPTIONS:

- You have many resources available to you at UAB and in the community (see reverse).
- You have the right to report to the police or local law enforcement to initiate a criminal process.
- Call Montgomery Police Department (Non-Emergency) at **334-625-2651**.
- Call Montgomery County Sheriff's Office at **334-832-4980**.
- You have the right to report to the University to initiate an administrative process. Contact the Title IX Office at 205-996-1340.

If you have experienced sexual misconduct:

## BIRMINGHAM

### CAMPUS RESOURCES:

**UAB Student Counseling Services (Confidential)**  
3rd Floor of the Learning Resource Center  
1719 9th Ave South • 205-934-5816

**UAB Employee Assistance and Counseling Center (Confidential)**  
Magnolia Office Park, Ste. 330  
2112 11th Ave. South • 205-934-2281  
uab.edu/eacc

**Student Outreach**  
Student Outreach • Hill Student Center, Ste. 303  
205-975-9509 • uab.edu/students/outreach

**Title IX Coordinator**  
Hill Student Center, 405 • 205-996-1340  
uab.edu/titleix

**University Police & Public Safety Department**  
Police Headquarters Building • 1117 14th St. South  
205-934-3535 or 911 (Emergency) • 205-934-4434

### 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 Riply Street, Montgomery, AL 36104  
(Non-Emergency 334-625-2651)  
montgomeryal.gov/city-government/departments/police

**Baptist Medical Center South**  
2105 E. Blvd, Montgomery, AL 36116  
334-288-2100 • baptistfirst.org

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If someone tells you they have experienced sexual misconduct:

### WHO NEEDS TO REPORT?

All UAB employees, including student employees, are required to report to the Title IX Office at 205-996-1340 or titleixoffice@uab.edu. Report online at uab.edu/titleix.

Exceptions to reporting are made for employees who operate under statutorily protected confidentiality (i.e. medical, mental health and clinical care providers, counselors and ordained clergy). If you have questions about whether to report, please call the Title IX Coordinator, 205-996-1340.

#### Why You Need to Report

- To ensure the individual has access to all available resources
- To enhance campus safety
- To comply with Title IX and other federal regulations

### TELL THE INDIVIDUAL

Read the following paragraph to the person reporting sexual violence to you:

*"Thank you for sharing this with me. Please know this was not your fault. There are support services available to you both on campus and off-campus. As a responsible employee, I am required to report this to the Title IX Coordinator. 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."*

#### 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.

Keep

(Tear Here)