

**APPENDIX N**  
**SEXUAL ASSAULT POLICY**

**A. Commitment**

*The University of Alabama is committed to maintaining a supportive and safe educational environment, one which seeks to ensure the well-being of all members of its community. This commitment reflects the institution's adherence to its mission, to its various policies supporting its mission, and to relevant state and federal laws. **The University of Alabama will not tolerate acts of sexual assault and will seek to support members of its community who are victims of sexual assault.***

**B. Definition**

*Sexual Assault is defined for purposes of this policy as:*

- 1. Any form of nonconsensual sexual contact by a member of the University community, whether such person is known or unknown to the victim, against another member of the University community, including:
 
  - a. Nonconsensual sexual intercourse committed by physical force, coercion, or an actual or implied threat;*
  - b. Attempted nonconsensual intercourse or other nonconsensual sexual contact that places a member of the University community in fear of immediate physical harm or injury; or*
  - c. All other forms of sexual misconduct which violate applicable state and/or federal law.**
- 2. A person shall be deemed not to have knowingly and/or voluntarily consented within the meaning of this policy if, at the time of the sexual assault, the person is incapable of giving consent because of mental incapacitation, physical impairment, alcohol or drug consumption, or loss of consciousness.*

**C. Reporting Process**

*The University strongly encourages individuals to report sexual assaults to the appropriate law enforcement agencies and University officials. Reporting an assault is the only effective way that action can be taken against the alleged attacker. Victims are encouraged to use the following procedures:*

- 1. Individuals should first contact the University Police or local police authorities. Both agencies may be reached by calling Emergency 911.*
- 2. Individuals may also contact the following University administrative offices for assistance:
 
  - a. The Women's Center (348-5040)*
  - b. The Office of Student Life (348-6114)*
    - (1) On-call dean (394-1566 - beeper)*
    - (2) Assistant Vice President for Student Affairs: Dr. Kathleen Randall (348-8228)**

**D. University Disciplinary Process**

*The University of Alabama is committed to providing an investigative hearing process that is sensitive, fair, supportive, and respectful of the rights and needs of all involved. The complainant and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding; both the complainant and the accused shall be informed of the outcome of any institutional disciplinary proceeding brought alleging a sex offense. Interim measures may be taken to ensure the safety of the complainant, of the accused and of witnesses. To obtain additional information concerning University disciplinary proceedings refer to the Code of Conduct in the Student Handbook or contact the University of Alabama Women's Center for further information.*

*A full range of disciplinary actions may be taken if the accused is found guilty through the University Disciplinary process. Possible sanctions are listed in the appropriate student, staff, and faculty handbooks.*

**E. Medical and Counseling Support Services**

*It is very important for victims of sexual assault to obtain **immediate medical care** following a sexual assault, whether or not the sexual assault is reported, to ensure the victim's well-being and to document, collect and properly preserve physical evidence of the assault.*

1. In addition to care of obvious injuries, medical attention is needed to protect the victim from sexually transmitted diseases or the possibility of pregnancy. Immediate medical attention can be received at the nearest local hospital emergency room. In order to preserve physical evidence of the assault, victims should not change clothes, bathe, douche, or use the toilet before seeking medical care. The Russell Student Health Center can provide students with assistance and information concerning other medical resources available.

2. Confidential counseling for student victims of sexual assault or rape is available through the University's Counseling and Psychological Services Center. CAPS and the Women's Center can also provide referral information for students, staff and faculty to other community resources.

**F. Women's Center Sexual Assault Victim Advocate**

The University of Alabama Women's Center provides a Sexual Assault Victim Advocate Program. This program provides needed support in a time of crisis to victims of sexual assault. The advocate will help victims, their families, and friends by providing information and support. For example, modifications to living arrangements for the victim and the accused, if residing in University housing, may be provided if requested and if reasonably available. Also, rearrangement of academic class schedules for the victim and the accused may be provided if requested and if reasonably available. The Women's Center Sexual Assault Victim Advocate can be contacted at 348-5040.

**G. Educational Programs**

The University of Alabama is committed to providing preventive, informative, and supportive programs for all members of the University community. Campus-wide programs coordinated by the Women's Center are designed to increase safety awareness, develop self defense techniques, improve communication skills between women and men, help prevent acquaintance and stranger rape, build self-esteem, and provide information on steps to take in the event of a sexual assault.

The entire University community is urged to take responsibility for themselves by taking advantage of educational programs offered at the University, by reviewing literature available at the Women's Center, and by avoiding conditions which may pose a threat to their personal safety. Individuals are encouraged to report potentially unsafe areas or circumstances to the Department of Public Safety.