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APPENDIX O

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. To that end, the University has adopted the following sexual assault policy.

B. Definition

Sexual Assault is defined for purposes of this policy as:

- 1. Any form of attempted or actual 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.*
- 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 attempt or 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.*
- 3. For the purposes of this policy, "sexual contact" shall mean any touching of the sexual or other intimate parts of a person not married to the actor, done for the purpose of gratifying the sexual desire of either party.*

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. To the extent not already provided for by existing disciplinary procedures, 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

1 *alleging a sex offense. As provided by existing University disciplinary procedures, under appropriate*
2 *circumstances, interim measures may be taken to provide for the safety of the complainant, of the*
3 *accused and of witnesses. University disciplinary procedures and possible sanctions are described in the*
4 *Code of Conduct in the Student Handbook, University Staff Handbook, and the University Faculty*
5 *Handbook.*

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7 **E. Medical and Counseling Support Services**

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

- 12
13 1. *In addition to care of obvious injuries, medical attention is needed to protect the victim from*
14 *sexually transmitted diseases or the possibility of pregnancy. Immediate medical attention*
15 *can be received at the nearest local hospital emergency room. In order to preserve physical*
16 *evidence of the assault, victims should not change clothes, bathe, douche, or use the toilet*
17 *before seeking medical care. The Russell Student Health Center can provide students with*
18 *assistance and information concerning other medical resources available.*
- 19
20 2. *Confidential counseling for student victims of sexual assault is available through the*
21 *University's Counseling and Psychological Services Center. CAPS and the Women's Center*
22 *can also provide referral information for students, staff and faculty to other community*
23 *resources.*

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

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

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35 **G. Educational Programs**

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