

# The University of Alabama at Birmingham

## Annual Security and Fire Safety Report





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# Overview

The University of Alabama at Birmingham is committed to providing a safe and secure environment for all faculty, staff, students, patients, and visitors. Located in the City of Birmingham, AL, UAB is part of a greater urban community. Within campus boundaries, there is a mixture of public and private property. Our campus boundaries are I-65; 10th, 11th, 12th, Avenues South; 22nd Street South and 2nd Avenue South. Overall, the campus consists of approximately 636 acres and 200 academic, residential, and recreational buildings, which translates into over 16 million square feet of functional building space.

A city within a city, UAB has over 19,000 students and more than 23,000 employees. Campus residence halls can accommodate over 2,500 students. Numerous visitors come to campus, and during special events, the number of visitors can exceed 50,000.

UAB is an open and vibrant campus. Except for residence halls, which are locked twenty-four hours per day, and some research areas, University facilities are open to the public during regular business hours. At other times, facilities are locked and only persons authorized, or the individual departments within the building may have access to the facility.

UAB Facilities maintains the University's buildings and grounds with a concern for safety and security. Its staff regularly inspects the campus, evaluates lighting, and makes repairs affecting safety and security hazards such as broken windows and locks. The UAB Police Department and other departments assist Facilities by reporting potential safety and security hazards.

No campus is isolated from crime; however, UAB employs a variety of security measures to protect the campus community. All persons who come to campus are expected to obey all laws and University and department rules related to the use of each facility. Those who fail to comply are subject to arrest and/or disciplinary action through the University.



# Campus Law Enforcement

## Location

The UAB Police Department is located at 1117 14th Street South, Birmingham, AL. The Department is open twenty-four hours a day, seven days a week, including weekends, holidays, and semester breaks.

## Responsibilities

Primarily responsible for protecting the life and property of people on the UAB campus, officers patrol the campus on a twenty-four hour basis and provide a full range of public safety services including: Investigating criminal incidents and traffic accidents, providing first response to emergencies, enforcing laws and University policies, completing criminal and traffic reports, and conducting crime awareness and prevention programs. When a criminal act is reported, the Department will investigate the incident and make every reasonable effort to identify the offenders. Depending on the wishes of the victim, nature of the offense, and the evidence gathered, the case may be presented for prosecution in the criminal courts of Alabama. If a member of the UAB community is identified as an offender in an incident, the UAB Police Department also will notify the appropriate University administrator so that administrative disciplinary action may be taken.

## Training

Officers are professionally trained and certified in accordance with the Alabama Peace Officer's Standards and Training Council and attend continuing in-service training programs to further their skills.

## Authority Code of Alabama section 16-47-10

The President of the University may appoint or employ one or more suitable persons to act as police officers to keep off intruders and prevent trespass upon and damage to the property of the University. Such person shall be charged with all the duties and invested with all the powers of police officers. The officer may eject trespassers from the University buildings and grounds. The officer may, without warrant, arrest persons who commit disorderly conduct, or trespass on the property of the institution, or in any circumstance in which an arrest by a police officer without a warrant is authorized by law, and carry them before the nearest district court or municipal court charged with the trial of such offenders. Upon proper affidavit charging the offense, the person arrested may be tried by the court and convicted as in the case of persons brought before the court on a warrant. The officers may summon a posse comitatus.

## Joint Commission

UAB Police Officers share a joint commission with the Birmingham City Police Department (BPD), effective September 1, 1976, and revised May 5, 1986. The BPD Directive (201-2) permits the enforcement of city ordinances, initiating arrests for criminal acts, investigation of alleged criminal offenses, and the booking of prisoners in the Birmingham City Jail. The Joint Commission empowers UAB Officers to enforce City ordinances on all streets and avenues, which intersect the campus, as well as on adjoining and adjacent properties of the campus.





### **HOW YOU CAN HELP CREATE A SAFE CAMPUS**

Safety, security, and crime prevention are the responsibilities of everyone. The cooperation and involvement of faculty, staff, and students are essential to having a safe campus. The safety and security of you and your belongings begin with your own awareness and commitment to the safety of the community. Following is a list of resources you can use to help create a safe campus for yourself and others.

### **REPORTING INCIDENTS**

Like any other community of 40,000 people, UAB experiences accidents, injuries, crimes, and other emergencies. To report voluntary incidents, potential criminal actions or suspicious incidents, UAB faculty, medical personnel, staff, students, and visitors should notify the UAB Police Department at (205) 934-3535. The University has emergency two-way (blue light) phones throughout campus for use during emergencies. By pressing the red button on the stations, users can communicate directly with the UAB Police Communications Center. To report an incident of a confidential nature, an individual should contact a Campus Security Authority (UAB Police, Athletics, Student Housing & Residential Life, Student Affairs, Provost, Student Services, Resident Coordinators, Resident Assistants, and Faculty Advisors to Student Organizations).

### **MONITORING AND RECORDING OFF-CAMPUS ACTIVITY**

The University relies on its working relationships with the local law enforcement agencies to receive information about incidents involving students off-campus. The UAB Police Department will actively investigate any crime information it receives concerning or involving a member of the campus community. If the University is notified of a crime, the department may issue a crime alert, detailing the incident and providing tips so that other community members may avoid similar incidents.



### **STAY INFORMED**

The UAB Police Department uses a variety of methods to keep the campus informed about incidents occurring on and near campus. The Department website [uab.edu/police](http://uab.edu/police) contains information about crime prevention, programs and services, Department news and events, links to outside resources, and much more.

### **STUDENT AND FACULTY/STAFF MEDIA OUTLETS**

UAB Student Media's newspaper, The Kaleidoscope, student e-Newsletter, GreenMail, and the faculty/staff e-Newsletter, the eReporter, have access to incident summaries and publish stories covering serious incidents and crime awareness information. The Kaleidoscope and GreenMail are published weekly during the academic year, and the eReporter is published bi-weekly.

### **RAVE GUARDIAN**

A variety of resources and services are available to UAB students and employees that contribute to the overall safety and security of the campus, reducing the success of criminals. Rave Guardian is a way to improve your personal safety and protect your friends by building your own private safety network. This free app provides instant communications with friends, family, co-workers, UAB Police, and even 911 in the event of an emergency. The app can be downloaded from the Apple App Store and Google Play Store. See <https://www.uab.edu/emergency/rave-guardian> for more information regarding Rave Guardian.

### **PUBLICATIONS**

The UAB Police Department prepares and distributes numerous brochures and pamphlets covering topics such as sexual assault awareness, general

crime prevention, harassing phone calls, bicycle safety and security, and traffic safety.

### **NEW STUDENT AND EMPLOYEE ORIENTATIONS**

New students are provided crime awareness information through New Student Orientation. New employees receive information through the New Employee Orientation Program.

### **EMERGENCY/PUBLIC TELEPHONES**

For the safety of the UAB community, 460+ emergency/ public telephones are strategically located across campus. These telephones may be used to make campus calls. For emergencies, press the red emergency button, which will connect you directly with the UAB Police Department. Your location will be automatically identified for the police dispatcher, and a UAB police officer will be dispatched to the area if necessary.

### **LOST AND FOUND**

The UAB Police Department operates a lost and found area. You can stop by the UAB Police Department to drop off found property or inquire about lost property. Call (205) 934-4649 for more information.

### **OPERATION IDENTIFICATION**

This program assists community in marking and tracking information (serial and model numbers, etc.) about valuable items such as calculators, computers, and televisions. Engravers for marking valuables are available, and participants in this program are provided with inventory cards. Call (205) 934-2409 for more information.

### **SECURITY SURVEYS**

Free security surveys are offered by the UAB Police Department for campus buildings and on-campus residents. For more information, call (205) 934-2409.



## Living on Campus

UAB encourages its students who do not reside with their parents or families to live in the residence halls. The Housing Department supervises the assignment of rooms for single and married students. For a complete guide containing information about Housing facilities and services, costs, priorities and policies, and residence hall safety, contact the UAB Housing Department at (205) 934-2092.



## ACCESS TO CAMPUS FACILITIES AND RESIDENCE HALLS

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and authorized guests. The University encourages an open environment with limited constraints to ensure the reasonable protection of all members of the community. Except for residence halls, most campus facilities are open during weekday business hours. Individuals who wish to access University buildings or property during non-business hours or for special events should contact the appropriate department administrator, Conference and Event Services, or the UAB Police Department.

Exterior doors of the residence halls are locked twenty-four hours a day. A resident's ONE card also unlocks the main door and they have a separate room key. All visitors must sign in and be escorted through the residence halls by a resident. In the event of a lost key, the student's room locks are changed.

## STAFF TRAINING

All residence life staff members undergo thorough training in enforcing residence hall security policies. As part of the responsibility for residence hall security, all residence life staff members participate in lectures and seminars that are conducted by University administrators and police and associated with the safety and security of the campus.

## SECURITY CONSIDERATIONS IN THE MAINTENANCE OF CAMPUS FACILITIES

The University is committed to campus safety and security. Exterior lighting and landscape control is a critical part of that commitment. Representatives from various departments continually conduct security surveys to ensure campus lighting is adequate and that the landscape is appropriately controlled. Department members conduct routine checks of lighting on campus during regularly assigned patrol duties. If lights are out or dim, officers will initiate an immediate work order, which is acted upon by a representative of the appropriate maintenance office, usually within 24 hours or the next business day. We encourage community members to report any deficiency in lighting to Facilities at (205) 934-2281. Any community member who has a concern about physical security should contact the Physical Security Department at (205) 934-3708.



Representatives from the police department and physical security work together to identify inoperative locking mechanisms on a continual basis. We encourage community members to promptly report any locking mechanism deficiency to Physical Security at (205) 934-3708, or to the UAB Police Department at (205) 934-4434. Maintenance staff is available to respond to calls for service regarding unsafe facility conditions or for personal safety and property protection. These conditions also may include unsafe steps or handrails, unsafe roadways on campus, and unsecured equipment.

#### **LIVING IN OFF-CAMPUS HOUSING, FRATERNITIES, AND SORORITIES**

Neither the Housing Department nor UAB provides supervision for off-campus housing, apartments, and individual homes. Sororities and fraternities educate their members on safety and security in their houses and on campus. All students receive crime awareness information. Students, whether they live on or off campus, are encouraged to report all crimes to the appropriate police agency.

If community members report crimes or serious incidents to other University administrators, those administrators will notify the UAB Police Department. Representatives of these offices will promptly notify and collaborate with the UAB Police Department to issue a crime alert if one is appropriate.





## CAMPUS TRANSPORTATION

### UAB BLAZER EXPRESS

The UAB Blazer Express Transit System is a service that provides transportation throughout the University campus. With a valid UAB ID badge, students, employees, and authorized visitors can enjoy fare-free bus transportation along six designated routes. All buses are ADA-accessible and can seat approximately 35 riders. Bus service is provided Monday – Friday from 5:30AM - 12:00AM. Late night, on-demand service is available seven nights a week from 9:00 PM – 5:30 AM by calling (205) 934-8772.

### MOTORIST ASSISTANCE ROADSIDE SERVICE (MARS)

Motorist Assistance Roadside Service (MARS) is a free service available to all visitors, students, and employees parking on campus who need help with a dead battery, flat tire, keys locked in a car, or empty gas tank. The service is available weekdays 7:30 AM - 10:00 PM, except University holidays. For assistance, call (205) 975-6277.

Campus Transportation Phone Numbers	
Main Office	205-934-8048
Lost and Found	205-934-3659
Late Night On-Demand Service	205-934-8772
Motorist Assistance Roadside Service (MARS)	205-975-6277

## **MISSING PERSON PROCEDURES**

Students who reside in on-campus housing facilities are encouraged to report a student that has been missing for 24 hours to the UAB Police Department (UABPD) or a campus security authority. The campus security authority (Athletics, Student Housing & Residential Life, Student Affairs, Provost, Student Services, Resident Coordinators, Resident Assistants, and Faculty Advisors to Student Organizations) will be required to report any official missing student to the UABPD. Per the Clery Act, the University will give each student living in an on-campus housing facility the option to identify a contact person(s) who the institution shall notify if the student is determined to be missing by the UABPD.

Students contact information will be registered confidentially, and this information will be accessible only to authorized campus officials and the UABPD. This information may not be disclosed outside of a missing person investigation. Students under 18 years of age and not emancipated, the institution will notify a custodial parent or guardian when the student is determined to be missing within 24 hours, in addition to any additional contact person designated by the student.

If a student did not name a contact person to notify, and the UABPD receives a report that the student is missing, the UABPD will conduct an investigation to determine if the student is officially missing. If the student has designated a contact person, the UABPD will notify that contact person within 24 hours. If the student is under 18 years of age and is not emancipated, the UABPD will notify the student's custodial parent or guardian and any other designated contact person within 24 hours. Regardless of whether the student has identified a contact person, is above the age of 18 or is an emancipated minor, UABPD will conduct an investigation to determine if the student is officially missing within 24 hours.

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## **CRIME AWARENESS AND PREVENTION SPEAKERS**

You can request a speaker from the UAB Police Department to come and talk with your group or organization about crime awareness and prevention. To request a speaker, call (205) 934-2409.

## **SAFETY AND SECURITY PROGRAMS**

The UAB Police Department has a full-time crime prevention specialist that provides educational programming to the University community. Educational programs include:

1. Campus Watch- This program encourages the community to take an active role in the fight against crime.
2. Police Advisory Council - Volunteers from within the community that listens to the needs of the people and presents those concerns to the Chief.
3. Drug and Alcohol Abuse- This program is designed to educate our students on the cause and effect of drugs and alcohol abuse.
4. Pedestrian Safety Campaign- Encourages safe habits and adherence to traffic policies.
5. Operation ID- Property protection with the aid of an engraver. The engraver assists with the speedy recovery of lost or stolen property.
6. Get Mugged Campaign- This program is designed to teach the UAB community on the importance of securing their valuables and not leaving items unattended in the workplace/classroom setting while at UAB.
7. Domestic Violence Seminar- Teaches the signs and symptoms of abuse.
8. Workplace Violence Seminar- Learn the different methods to identify and curtail workplace violence. Reviews the laws and employee rights and procedures to take when faced with this type of situation.
9. Personal Safety Awareness Seminar- Informs the community of the possible dangers of unwanted/uninvited individuals that could be lurking in the area.
10. Rape Aggression Defense- Program that teaches an individual how to become aware of potential aggressors and how to protect oneself from existing aggressors. UAB students and employees learn how to defend themselves if attacked.
11. A.L.I.C.E. Violent Intruder/Active Shooter Response – this program teaches response options during a violent intruder and/or active shooter event.

Safety programs begin with orientation for incoming freshmen and their parents. Once school begins, the Crime Prevention Unit continues with educational programs throughout the year in the residence halls as requested. All programs are available to students, faculty, and staff upon request or if a need becomes apparent.

**SGA:** Students interested in improving campus safety should contact the Student Government Association (SGA) at (205) 934-8020.

## **PROGRAMS TO PREVENT DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING**

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees, and ongoing awareness and prevention campaigns for students and that:

- Identifies domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) as prohibited conduct;
- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Alabama;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- Provides information on risk reduction;
- Information regarding:
  - o Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)
  - o How the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
  - o Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and
  - o Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
  - o Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document);

The University has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientations; presenting programs throughout the year at least on a quarterly basis, including sessions such as: skits, clothesline projects, a residence hall speaker series, an annual poster series and web-based training programs regarding the Role of Faculty in Assisting Students Who Disclose Abuse or an Assault (see page eight for a list and short description of programs provided by the UAB Police Department).

### **PRIMARY PREVENTION AND AWARENESS PROGRAMS**

The term primary prevention refers to programming, initiatives, and strategies intended to stop domestic violence, dating violence, sexual assault, or stalking before it occurs to prevent initial perpetration or victimization through the promotion of positive and healthy behaviors and beliefs. Efforts to change behavior and social norms, and promote healthy relationships, healthy sexuality and egalitarian gender roles, or efforts to understand risk factors and protective factors for bystander inaction and change social norms around bystander inaction are all examples of primary prevention.

The University offered the following primary prevention and awareness programs for all incoming students in 2016:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Freshman Transfer Orientation	1/7/2016	HH Lobby	DoV, DaV, SA, S
School of Nursing Orientation	1/8/2016	LRC 104	DoV, DaV, SA, S
Physical Therapy New Student Orientation	1/11/2016	SHRP 236	DoV, DaV, SA, S
Freshman Transfer Orientation	2/13/2016	Campus Recreation Center	DoV, DaV, SA, S
UAB Day	3/5/2016	HSC Ballroom	DoV, DaV, S, SA
Freshman Transfer Orientation	4/13/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
Freshman Transfer Orientation	4/15/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
Freshman Transfer Orientation	5/5/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
Freshman Orientation	5/24/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	5/26/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	5/31/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	6/1/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	6/3/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	6/7/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	6/9/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Transfer Orientation	6/11/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
College Preparation for Students with Disabilities	6/13/2016	HH 106	DoV, DaV, SA, S
Freshman Orientation	6/15/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	6/20/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	6/22/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	6/24/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
College Preparation for Students with Disabilities	6/29/2016	HH 106	DoV, DaV, SA, S
Freshman Orientation	7/11/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	7/13/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Transfer Orientation	7/15/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
Freshman Orientation	7/18/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Orientation	7/20/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Transfer Orientation	7/23/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
College Preparation for Students with Disabilities	6/25/2016	HH 106	DoV, DaV, SA, S
Freshman Orientation	7/27/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
Freshman Transfer Orientation	7/29/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
School of Dentistry Orientation	8/18/2016	Dental Building 309	DoV, DaV, SA, S
International Student Orientation	8/22/2016	HH 106	DoV, DaV, SA, S
Freshman Transfer Orientation	8/24/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
Freshman Orientation	8/25/2016	HSC 3rd fl Alumni Auditorium	DoV, DaV, SA, S
International Student Orientation	8/26/2016	HH 106	DoV, DaV, SA, S
Graduate Student Government Orientation	9/8/2016	Edge of Chaos 4th fl	DoV, SA, S
Freshman Transfer Orientation	9/19/2016	HSC Ballroom	DoV, SA, S, DoV
Freshman Transfer Orientation	10/27/2016	HSC 3rd fl	DoV, DaV, S, SA
UAB Day	10/29/2016	Bartow Arena Concourse	DoV, DaV, SA, S
Freshman Transfer Orientation	11/15/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
Freshman Transfer Orientation	12/2/2016	HSC 3rd fl lobby	DoV, DaV, SA, S
Freshman Transfer Orientation	12/19/2016	HSC 3rd fl lobby	DoV, DaV, SA, S

1. DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following primary prevention and awareness programs for all new employees in 2016:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
New Employee Orientation	1/4/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	1/19/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	2/11/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	2/15/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	2/29/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	3/14/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	3/28/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	4/11/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	4/25/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	5/9/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	5/23/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	6/6/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	6/20/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	7/5/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	7/18/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	8/1/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	8/15/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	8/22/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	9/12/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	9/26/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	10/10/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	10/24/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	11/7/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	11/21/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	12/5/2016	Medical Towers 419A	DoV, SA, S
New Employee Orientation	12/19/2016	Medical Towers 419A	DoV, SA, S

2. DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

## **ONGOING PREVENTION AND AWARENESS PROGRAMS**

The term ongoing awareness and prevention campaigns refer to campaigns that are sustained over time focusing on increasing awareness or understanding of topics relevant to SA, DoV, DaV and stalking prevention. These programs will occur at different levels throughout the institution (i.e. faculty, athletics, incoming students) and will utilize a range of strategies. Ongoing awareness and prevention campaigns may include information about what constitutes sexual assault, dating violence/intimate partner abuse, and stalking, changing social norms, promoting recognition of perpetrator tactics, enhancing understanding of consent, and advancing prosocial behaviors of individuals and communities. Effective ongoing awareness and prevention campaigns will include developmentally appropriate content for the specific audience and their knowledge and awareness level and provide positive and concrete ways for individuals to get involved.

The University offered the following ongoing awareness and prevention programs for students in 2016:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
CCRT Meeting	2/2/2016	Wellness 390B	SA, DoV, DoV
Wellness Fair	2/5/2016	Campus Recreation Center	DaV, DoV, SA, S
Campus Watch Meeting	2/9/2016	PHB 204	DaV, DoV, SA, S

Police Advisory Meeting	2/16/2016	PHB 204	DaV, SA, DoV
Safety Display	3/8/2016	North Pavilion 2nd fl	DaV, SA, DoV
Safety Display	3/9/2016	Kirkland Clinic 2nd fl	SA, DaV
Safety Display	3/14/2016	Administration Building 1st fl	DoV, SA, DaV
Coffee Break	3/16/2016	School of Health Profession	DoV,SA
Safety Display	3/22/2016	UAB Callahan Eye Foundation	SA, S, DoV, DaV
Safety Display	3/29/2016	UAB Highlands 1st fl	DoV, SA, S
Take Bake the Night	4/6/2016	Blazer Hall RLC	SA< S, DoV, DaV
World Health Day	4/7/2016	Campus Recreation Studio #1	SA, S, DoV, DaV
Earth Week Festival	4/13/2016	Campus Green	DoV, SA, A
Safety Presentation	4/15/2016	HSC 230	SA, S, DoV
Safety Presentation	4/26/2016	Volker Hall room A	DoV, SA
New Orientation Leader Trng	5/9/2016	BEC 17 room 109	DoV, SA, S, DaV
Campus Watch Meeting	5/10/2016	PHB 204	SA, DoV
Rape Aggression Demonstration	5/10/2016	Freshmen Residence –Cahaba Rm	SA, DoV. DaV
Police Advisory Mtg	5/17/2016	PHB 204	SA, DoV
Safety Presentation	5/19/2016	Zeigler Building room 449	DoV, SA, S, DaV
Safety Presentation	6/13/2016	HH 106	SA, DaV
Safety Presentation	6/29/2016	HH 106	DoV, DaV
Safety Presentation	6/29/2016	Ullman 1st fl	DoV, DaV, SA, S
CCRT Work Meeting	7/12/2016	HSC 32016	SA, S
Rape Aggression Demonstration	7/18/2016	BEC 17	DoV, S
Safety Presentation	7/25/2016	HH 106	Dov, S, SA
Campus Watch Meeting	8/9/2016	PHB 204	SA, S
Police Advisory Meeting	8/16/2016	PHB 204	SA, DaV
Safety Presentation	8/26/2016	Ryals 407	Dov, SA, S
Wellness Fair	8/30/2016	Wellness Center Lobby	DaV, SA, S
Safety Presentation	9/12/2016	Education 150	DaV, DoV, SA, S
Safety Presentation	9/12/2016	Education 134	DoV, SA, S
Safety Presentation	9/13/2016	Education 134	DoV, DaV
Safety Presentation	9/20/2016	Education 134	Dov, DaV
Safety Presentation	9/26/2016	Campbell Hall 443	DoV, SA, S, DaV
Safety Display	10/6/2016	West Pavilion 1st fl lobby	DoV, SA, S
Campus Watch Meeting	10/11/2016	PHB 204	DoV, DaV
Police Advisory Meeting	10/18/2016	PHB 204	SA, DaV
OH&S Health & Safety Fair	10/21/2016	Common on the Green	DoV, DaV, SA, S
Domestic Violence Conference	10/25/2016	HSC 3rd fl Alumni Auditorium	DoV, SA,S, DoV

3. DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following ongoing awareness and prevention programs for employees in 2016:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Pedestrian Safety Meeting	1/22/2016	CHSB Basement	SA
Pedestrian Safety Presentation	1/27/2016	Ryals 107	SA, DoV
Wellness Fair	2/5/2016	Campus Recreation Center	DoV, DaV, SA, S
Campus Watch Meeting	2/9/2016	PHB 204	DoV, DaV, SA, S

Police Advisory Meeting	2/16/2016	PHB 204	DoV, DaV, SA
Safety Displays	3/8/2016	North Pavilion 2nd fl	DoV, DaV, SA, S
Safety Display	3/9/2016	Kirklin Clinic 2nd flr	DoV, DaV, SA< S
Safety Display	3/15/2016	Administration Bldg. 1st fl	DoV, DaV, SA, S
Safety Display	3/22/2016	Callahan Lobby 1st flr	DoV, DaV, SA, S
Safety Display	3/29/2016	UAB Highland Lobby	DoV, DaV, SA, S
Campus Watch Meeting	5/10/2016	PHB 204	SA, S
Police Advisory Meeting	5/17/2016	PHB 204	SA, DoV
Safety Presentation Meeting	5/19/2016	Zeigler Research Building 449	DoV, S, SA, Dav
Campus Watch Meeting	8/9/2016	PHB 204	DoV, DaV
Police Advisory Meeting	8/16/2016	PHB 204	SA, S
Safety Display	8/25/15	Ryals Lobby	SA,S, DoV, Dav
Wellness Fair	8/30/2016	Wellness Center Lobby	DoV, S
Campus Watch Meeting	10/11/2016	PHB 204	DoV, DaV
Police Advisory Meeting	10/18/2016	PHB 204	SA, DaV
OH&S Health & Safety Fair	10/21/2016	Common on the Green	DoV, DaV, SA, S
Domestic Violence Conference	10/25/2016	HSC 3rd fl Alumni Auditorium	DoV, SA,S, DoV

4. DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

## **JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013 (VAWA)**

The University of Alabama at Birmingham prohibits the offenses of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the University community. As a result, UAB issues this statement of policy to inform the University community of our programs to domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

For a complete copy of UAB’s policies governing Sexual Violence, visit <http://www.uab.edu/policies/content/Pages/UAB-UC-POL-0000777.aspx>.

### **RELEVANT DEFINITIONS (VAWA)**

INTIMATE PARTNER VIOLENCE: DATING VIOLENCE	
UAB	Any act of violence or threatened act of violence against a person with whom the individual is or has been involved in a romantic or intimate relationship. This includes threats, assault, property damage, and violence or threat of violence to one’s self or to the family members or pets of the romantic or intimate partner when used as a method of coercion, control, punishment, intimidation, or revenge. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
FEDERAL	Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (i) The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. (ii) For the purposes of this definition— (A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (B) Dating violence does not include acts covered under the definition of domestic violence. 34 C.F.R. § 668.46(a)



ALABAMA	n/a
<b>INTIMATE PARTNER VIOLENCE: DOMESTIC VIOLENCE</b>	
UAB	See FEDERAL Definition.
FEDERAL	(i) A felony or misdemeanor crime of violence committed— (A) By a current or former spouse or intimate partner of the victim; (B) By a person with whom the victim shares a child in common; (C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (E) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. 34 C.F.R. § 668.46(a)
ALABAMA	First Degree Domestic Violence- ALA. CODE § 13A-6-130(a) A person commits the crime of domestic violence in the first degree if the person commits the crime of assault in the first degree pursuant to Section 13A-6-20 or aggravated stalking pursuant to Section 13A-6-91, and the victim is a current or former spouse, parent, child, any person with whom the defendant has a child in common, a present or former household member, or a person who has or had a dating or engagement relationship with the defendant.
	Second Degree Domestic Violence - ALA. CODE § 13A-6-131(a) A person commits the crime of domestic violence in the second degree if the person commits the crime of assault in the second degree pursuant to Section 13A-6-21; the crime of intimidating a witness pursuant to Section 13A-10-123; the crime of stalking pursuant to Section 13A-6-90; the crime of burglary in the second or third degree pursuant to Sections 13A-7-6 and 13A-7-7; or the crime of criminal mischief in the first degree pursuant to Section 13A-7-21 and the victim is a current or former spouse, parent, child, any person with whom the defendant has a child in common, a present or former household member, or a person who has or had a dating or engagement relationship with the defendant.
	Third Degree Domestic Violence - ALA. CODE § 13A-6-132(a) A person commits domestic violence in the third degree if the person commits the crime of assault in the third degree pursuant to Section 13A-6-22; the crime of menacing pursuant to Section 13A-6-23; the crime of reckless endangerment pursuant to Section 13A-6-24; the crime of criminal coercion pursuant to Section 13A-6-25; the crime of harassment pursuant to subsection (a) of Section 13A-11-8; the crime of criminal surveillance pursuant to Section 13A-11-32; the crime of harassing communications pursuant to subsection (b) of Section 13A-11-8; the crime of criminal trespass in the third degree pursuant to Section 13A-7-4; the crime of criminal mischief in the second or third degree pursuant to Sections 13A-7-22 and 13A-7-23; or the crime of arson in the third degree pursuant to Section 13A-7-43; and the victim is a current or former spouse, parent, child, any person with whom the defendant has a child in common, a present or former household member, or a person who has or had a dating or engagement relationship with the defendant.
<b>STALKING</b>	
UAB	Course of conduct that may be considered stalking (see FEDERAL definition) includes, but is not limited to: <ul style="list-style-type: none"> <li>• Following;</li> <li>• Lying in wait;</li> <li>• Excess communication, of any type, including any attempts to intentionally and repeatedly make contact with a person over their stated objections for the purposes of harassing or alarming them; or</li> <li>• Threats to the individual or threats to the individual’s family, friends, or property.</li> </ul>

FEDERAL	<p>Stalking is:</p> <p>(i) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—</p> <p>(A) Fear for the person’s safety or the safety of others; or</p> <p>(B) Suffer substantial emotional distress.</p> <p>(ii) For the purposes of this definition—</p> <p>(A) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.</p> <p>(B) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.</p> <p>(C) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.</p> <p>34 C.F.R. § 668.46(a)</p>
ALABAMA	<p>First Degree Stalking- ALA. CODE § 13A-6-90(a)</p> <p>A person who intentionally and repeatedly follows or harasses another person and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm is guilty of the crime of stalking in the first degree.</p>
	<p>Second Degree Stalking - ALA. CODE § 13A-6-90.1(a)</p> <p>A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person’s immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct is guilty of the crime of stalking in the second degree.</p>
SEXUAL ASSAULT OFFENSES – CONSENT, SEXUAL ASSAULT & SEXUAL EXPLOITATION, FONDLING, INCEST, RAPE & STATUTORY RAPE	
CONSENT	
UAB	<p>Clear, voluntary permission, which cannot be inferred by the absence of verbal or physical resistance. A lack of consent results from forcible compulsion or incapacity to consent. Forcible compulsion is a physical force or a threat, whether expressed or implied, that places a person in fear of immediate serious physical injury or economic harm to him/herself or a third party.</p> <p>A person is deemed incapable of providing consent if, at the time of the act, the person:</p> <ul style="list-style-type: none"> <li>• Is under the age of 16;</li> <li>• Suffers from a mental impairment, whether temporary or permanent, which renders them incapable of appraising the nature of his or her conduct (e.g., age, disability, or temporary impairment due to drug or alcohol consumption); or</li> <li>• Is physically helpless (e.g., unconscious), asleep, or in a state of shock.</li> </ul> <p>Consent can be withdrawn by either party at any point. Consent must be voluntarily given and may not be valid if a person is being subjected to actions or behaviors that elicit emotional or psychological pressure, intimidation, or fear. Consent to engage in one sexual activity, or past agreement to engage in a particular sexual activity, cannot be presumed to constitute consent to engage in a different sexual activity or to engage again in a sexual activity. For purposes of this Policy, the issue is whether the Respondent knew, or should have known, that the activity in question was not consensual.</p>
FEDERAL	<p>The affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter. <i>Note: This is a suggested draft DOE definition of consent.</i></p>

ALABAMA	<p>(a) Whether or not specifically stated, it is an element of every offense defined in this article, with the exception of subdivision (a)(3) of Section 13A-6-65, that the sexual act was committed without consent of the victim.</p> <p>(b) Lack of consent results from:</p> <ol style="list-style-type: none"> <li>(1) Forcible compulsion; or</li> <li>(2) Incapacity to consent; or</li> <li>(3) If the offense charged is sexual abuse, any circumstances, in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor's conduct.</li> </ol> <p>(c) A person is deemed incapable of consent if he is:</p> <ol style="list-style-type: none"> <li>(1) Less than 16 years old; or</li> <li>(2) Mentally defective; or</li> <li>(3) Mentally incapacitated; or</li> <li>(4) Physically helpless. ALA. CODE § 13A-6-70</li> </ol>
<b>SEXUAL ASSAULT/SEXUAL CONTACT/SEXUAL EXPLOITATION</b>	
UAB	<p><u>Sexual Assault</u> means any sexual act directed against another person, forcibly or against that person's will; or, if not forcibly, where the victim is incapable of giving consent. Sexual assault also includes, but is not limited to, non-consensual sexual intercourse or sexual contact, incest rape, including statutory rape, and sexual exploitation.</p> <p><u>Non-consensual sexual intercourse</u> means any sexual intercourse whether anal, oral, or vaginal (or an attempt to commit the same) however slight, with any object, by a person upon another person, and, without that person's consent or by physical force. Intercourse is vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact or genital to mouth contact).</p> <p><u>Non-consensual sexual contact</u> means any intentional sexual touching (or an attempt to commit the same), however slight, with any object, by a person upon another person, and, without consent or by physical force. Sexual touching is any intentional contact with the breasts, buttocks, groin, or genitals; or touching another with any of these body parts; or making another touch you or themselves with or on any of these body parts; or any intentional bodily contact in a sexual manner not involving these body parts.</p> <p><u>Sexual exploitation</u> taking non-consensual or abusive sexual advantage of another for one's own advantage or benefit or to benefit a person other than the one being exploited. Examples of sexual exploitation include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Exposing one's genitals in non-consensual circumstances or inducing someone to expose their genitals;</li> <li>• Exceeding the boundaries of explicit consent, such as allowing friends to hide in a closet to be witness to one's consensual sexual activity;</li> <li>• Engaging in voyeurism (Peeping Tom) or facilitating the voyeurism of others;</li> <li>• Non-consensual video or audio recording of sexual activity;</li> <li>• Prostituting another student; and/or</li> <li>• Knowingly transmitting a sexually transmitted disease/infection or HIV to another student</li> </ul>
FEDERAL	Sexual Assault is an offense that meets the definition of rape, fondling, incest, or statutory rape (see FED definitions below) 34 C.F.R. § 668.46(a)
ALABAMA	Alabama law includes definitions of the following in its sexual offenses category: rape, sodomy, sexual misconduct, sexual torture, sexual abuse, indecent exposure, enticing a child to enter vehicle, house, etc. for immoral purposes, sexual abuse of a child less than 12 years old. Refer to AL definitions below for those.
	<p>First Degree Sexual Abuse – ALA. CODE § 13A-6-66</p> <p>(a) A person commits the crime of sexual abuse in the first degree if:</p> <ol style="list-style-type: none"> <li>(1) He subjects another person to sexual contact by forcible compulsion; or</li> <li>(2) He subjects another person to sexual contact who is incapable of consent by reason of being physically helpless or mentally incapacitated.</li> </ol>
	<p>Second Degree Sexual Abuse - ALA. CODE § 13A-6-67</p> <p>(a) A person commits the crime of sexual abuse in the second degree if:</p> <ol style="list-style-type: none"> <li>(1) He subjects another person to sexual contact who is incapable of consent by reason of some factor other than being less than 16 years old; or</li> <li>(2) He, being 19 years old or older, subjects another person to sexual contact who is less than 16 years old, but more than 12 years old.</li> </ol>

	<p>First Degree Sodomy – ALA. CODE § 13A-6-63</p> <p>(a) A person commits the crime of sodomy in the first degree if:</p> <ol style="list-style-type: none"> <li>(1) He engages in deviate sexual intercourse with another person by forcible compulsion; or</li> <li>(2) He engages in deviate sexual intercourse with a person who is incapable of consent by reason of being physically helpless or mentally incapacitated; or</li> <li>(3) He, being 16 years old or older, engages in deviate sexual intercourse with a person who is less than 12 years old.</li> </ol>
	<p>Second Degree Sodomy – ALA. CODE § 13A-6-64</p> <p>(a) A person commits the crime of sodomy in the second degree if:</p> <ol style="list-style-type: none"> <li>(1) He, being 16 years old or older, engages in deviate sexual intercourse with another person less than 16 and more than 12 years old.</li> <li>(2) He engages in deviate sexual intercourse with a person who is incapable of consent by reason of being mentally defective.</li> </ol>
	<p>Sexual Torture – ALA. CODE § 13A-6-65.1</p> <p>(a) A person commits the crime of sexual torture:</p> <ol style="list-style-type: none"> <li>(1) By penetrating the vagina or anus or mouth of another person with an inanimate object by forcible compulsion with the intent to sexually torture or to sexually abuse.</li> <li>(2) By penetrating the vagina or anus or mouth of a person who is incapable of consent by reason of physical helplessness or mental incapacity with an inanimate object, with the intent to sexually torture or to sexually abuse.</li> <li>(3) By penetrating the vagina or anus or mouth of a person who is less than 12 years old with an inanimate object, by a person who is 16 years old or older with the intent to sexually torture or to sexually abuse.</li> </ol>
	<p>Indecent Exposure - ALA. CODE § 13A-6-68</p> <p>(a) A person commits the crime of indecent exposure if, with intent to arouse or gratify sexual desire of himself or of any person other than his spouse, he exposes his genitals under circumstances in which he knows his conduct is likely to cause affront or alarm in any public place or on the private premises of another or so near thereto as to be seen from such private premises.</p>
	<p>Enticing Child to Enter Vehicle, House, Etc. for Immoral Purposes – ALA. CODE § 13A-6-69</p> <p>(a) It shall be unlawful for any person with lascivious intent to entice, allure, persuade, or invite, or attempt to entice, allure, persuade, or invite, any child under 16 years of age to enter any vehicle, room, house, office, or other place for the purpose of proposing to such child the performance of an act of sexual intercourse or an act which constitutes the offense of sodomy or for the purpose of proposing the fondling or feeling of the sexual or genital parts of such child or the breast of such child, or for the purpose of committing an aggravated assault on such child, or for the purpose of proposing that such child fondle or feel the sexual or genital parts of such person.</p>
	<p>Sexual Abuse of a Child Less than 12 Years Old – ALA. CODE § 13A-6-69.1</p> <p>(a) A person commits the crime of sexual abuse of a child less than 12 years old if he or she, being 16 years old or older, subjects another person who is less than 12 years old to sexual contact.</p>
	<p>School employee engaging in a sex act or deviant sexual intercourse with a student under the age of 19 years. – ALA. CODE §13A-6-81</p> <p>(a) A person commits the crime of a school employee engaging in a sex act or deviant sexual intercourse with a student under the age of 19 years if he or she is a school employee and engages in a sex act or deviant sexual intercourse with a student, regardless of whether the student is male or female. Consent is not a defense to a charge under this section.</p> <p>(b) As used in this section, sex act means sexual intercourse with any penetration, however slight; emission is not required.</p> <p>(c) As used in this section, deviant sexual intercourse means any act of sexual gratification between persons not married to each other involving the sex organs of one person and the mouth or anus of another.</p>
	<p>School Employee Having Sexual Contact With a Student Under the Age of 19 Years - ALA. CODE §13A-6-82</p> <p>(a) A person commits the crime of a school employee having sexual contact with a student under the age of 19 years if he or she is a school employee and engaging in sexual contact with a student, regardless of whether the student is male or female. Consent is not a defense to a charge under this section.</p> <p>(b) As used in this section, sexual contact means any touching of the sexual or other intimate parts of a student, done for the purpose of gratifying the sexual desire of either party. The term includes soliciting or harassing a student to perform a sex act.</p>

FONDLING	
UAB	See FED definition
FEDERAL	The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. 34 C.F.R. § 668.46 Appendix A
ALABAMA	n/a
INCEST	
UAB	See AL & FED definitions
FEDERAL	Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. 34 C.F.R. § 668.46 Appendix A
ALABAMA	(a) A person commits incest if he marries or engages in sexual intercourse with a person he knows to be, either legitimately or illegitimately: (1) His ancestor or descendant by blood or adoption; or (2) His brother or sister of the whole or half-blood or by adoption; or (3) His stepchild or stepparent, while the marriage creating the relationship exists; or (4) His aunt, uncle, nephew or niece of the whole or half-blood. (b) A person shall not be convicted of incest or of an attempt to commit incest upon the uncorroborated testimony of the person with whom the offense is alleged to have been committed. Ala. Code § 13A-13-3
RAPE	
UAB	See FED and AL definitions below.
FEDERAL	The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. 34 C.F.R. § 668.46 Appendix A
ALABAMA	First Degree Rape – ALA. CODE § 13A-6-61 (a) A person commits the crime of rape in the first degree if: (1) He or she engages in sexual intercourse with a member of the opposite sex by forcible compulsion; or (2) He or she engages in sexual intercourse with a member of the opposite sex who is incapable of consent by reason of being physically helpless or mentally incapacitated; or (3) He or she, being 16 years or older, engages in sexual intercourse with a member of the opposite sex who is less than 12 years old.
	Second Degree Rape– ALA. CODE § 13A-6-62 (a) A person commits the crime of rape in the second degree if: (1) Being 16 years old or older, he or she engages in sexual intercourse with a member of the opposite sex less than 16 and more than 12 years old; provided, however, the actor is at least two years older than the member of the opposite sex. (2) He or she engages in sexual intercourse with a member of the opposite sex who is incapable of consent by reason of being mentally defective.
STATUTORY RAPE	
UAB	See FED and AL definitions
FEDERAL	Sexual intercourse with a person who is under the statutory age of consent. 34 C.F.R. § 668.46 Appendix A
ALABAMA	In Alabama, it is illegal for an adult (someone 18 or older) to have sex with a minor (someone younger than 16), even if the sex is consensual. See AL definition of consent.
HARASSMENT & SEXUAL HARASSMENT	
UAB	SEXUAL HARASSMENT Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (1) and/or (2), below, are present.  Gender-Based Harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined in (1) and/or (2), below, are present.

UAB (continue)	<p>1. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person’s employment, academic standing, or participation in any University programs and/or activities or is used as the basis for University decisions affecting the individual (often referred to as “quid pro quo” harassment); or</p> <p>2. Such conduct creates a hostile environment. A “hostile environment” exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the University’s education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:</p> <ul style="list-style-type: none"> <li>• The frequency, nature and severity of the conduct;</li> <li>• Whether the conduct was physically threatening;</li> <li>• The effect of the conduct on the Complainant’s mental or emotional state;</li> <li>• Whether the conduct was directed at more than one person;</li> <li>• Whether the conduct arose in the context of other discriminatory conduct;</li> <li>• Whether the conduct unreasonably interfered with the Complainant’s educational or work performance and/or University programs or activities; and</li> <li>• Whether the conduct implicates concerns related to academic freedom or protected speech.</li> </ul> <p>A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.</p> <p>See: UAB’s Equal Opportunity and Discriminatory Harassment Policy <a href="http://www.uab.edu/policies/content/Pages/UAB-BT-POL-0000052.aspx">http://www.uab.edu/policies/content/Pages/UAB-BT-POL-0000052.aspx</a>.</p>
FEDERAL	n/a
ALABAMA	n/a

**OTHER DEFINITIONS**

1. Student: Any person who is admitted, or enrolled at the University of Alabama at Birmingham, and is pursuing undergraduate, graduate, or professional studies, including full-time and part-time status, as well as any person attending classes on campus, online or off campus. A Student is also: (1) Any person who is not officially enrolled for a particular term, but has a continuing relationship with the University. (2) Any person who is admitted and participating in orientation is considered a “student.” (3) Any person who has completed an academic term and can be reasonably expected to enroll the following term. (4) Any person who attended the University during a previous academic term and who committed an alleged violation of the Code during the time of enrollment.
2. Student organization means any group of students that has complied with the University’s requirements for registration as a student organization.
3. University Official includes any person employed by the University performing administrative, professional, research, teaching, or para-professional responsibilities.
4. Complainant is an individual who is reported to be or alleges that they were the victim of an offense.
5. Respondent is an individual who has been accused of an offense.
6. Ongoing prevention and awareness campaigns means programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the Institution.
7. Programs to prevent: The term programs to prevent refers to comprehensive educational and training programs intended to prevent violence that incorporate diverse approaches that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and consider risk and protective factors as they occur on the individual, relationship, community, and societal levels.

8. Primary prevention programs means programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.
9. Awareness programs means community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.
10. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
11. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

## **PROCEDURES VICTIMS SHOULD FOLLOW IF A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING OCCURS**

After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible at the Rape Response and the Sexual Assault Nurse Examiner (SANE) Facility, called Rape Response at (205) 323-7273. In Alabama, evidence may be collected even if you chose not to make a report to law enforcement. If you are on or near the UAB campus, you may contact the UAB Police at 205-934-3535, and the dispatcher will notify a police officer who will transport you to the local rape crisis center, SANE Facility. If you are off-campus and need assistance, contact local law enforcement by dialing 911. University personnel will assist the student in notifying these authorities if the student requests the assistance of these personnel.

You may also contact Rape Response directly at 205-323-RAPE (7273). This is a 24-hour confidential hotline. At Rape Response/SANE, you will receive a range of free and confidential services, including a medical examination, forensic evidence collection, medical advocacy, crisis counseling, and legal advocacy services. A qualified physician or nurse will examine you for injuries and collect physical evidence that could be used in proceedings if you decide to prosecute. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the criminal offense occurred or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or a sexually transmitted disease. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University hearing boards/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making an investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with UAB Police or other law enforcement personnel to preserve evidence in the event that the victim changes her/his mind later.

## **INVOLVEMENT OF LAW ENFORCEMENT AND CAMPUS AUTHORITIES**

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether to make such a report. Furthermore, victims have the right to decline involvement with the police. In Alabama, you may file a police report without providing your name. The Office of Student Conduct will assist any victim with notifying local police (if the victim so desire). UAB Police Department may also be reached directly by calling (205) 934-4434, in person at 1117 14th Street South. Additional information about the UAB Police Department may be found online at [uab.edu/police](http://uab.edu/police).

## REPORTING INCIDENTS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator, Kasey M. Robinson by phone (205) 996-1340, in writing [Kaseyr@uab.edu](mailto:Kaseyr@uab.edu), or in person Hill Student Center, Suite 303, 1400 University Blvd and UAB Police at (205) 934-4434, 1117 14th Street South (if the victim so desires). Reports of all domestic violence, dating violence, sexual assault and stalking made to UAB Police will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

## PROCEDURES THE UNIVERSITY WILL FOLLOW WHEN A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING IS REPORTED

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. The University will make such accommodations, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to the UAB Police Department (UABPD) (205) 934-4434 or local law enforcement.

In addition to reporting to UAB Police, any person may also make a report, including anonymously, of domestic violence, dating violence, sexual assault, and stalking to the Title IX Coordinator, Human Resources, or the Office of Diversity, Equity and Inclusion:

### **Title IX Coordinator:**

Kasey M. Robinson  
Title IX Coordinator  
Hill Student Center, Suite 303  
1400 University Blvd.  
(205) 996-1340  
[Kaseyr@uab.edu](mailto:Kaseyr@uab.edu)

### **Athletics:**

Bryant Carter (Deputy Title IX Coordinator)  
Associate Athletics Director/CFO  
Bartow Arena, East Tower 310-A  
617 13th Street South  
(205) 934-1900  
[bcarter@uab.edu](mailto:bcarter@uab.edu)

### **The Office of Student Conduct:**

Emily Feinstein (Deputy Title IX Coordinator)  
Director of Student Conduct and Student Outreach  
Hill Student Center, Suite 303  
1400 University Blvd.  
(205) 975-9509  
[eufeinstein@uab.edu](mailto:eufeinstein@uab.edu)

### **Office of Diversity, Equity and Inclusion:**

Anita Clemon (Deputy Title IX Coordinator)  
Assistant Vice President for Institutional Equity  
Administration Building, Suite 336  
701 20th Street South  
(205) 975-8258  
[aclemon@uab.edu](mailto:aclemon@uab.edu)

### **Human Resources:**

Robert Barnes (Deputy Title IX Coordinator)  
Administration Building, Room 210  
701 20th Street South  
(205) 934-4458  
[rbarnes@uab.edu](mailto:rbarnes@uab.edu)



If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, the below are the procedures that the University will follow:

Incident Being Reported	Procedure Institution Will Follow
Sexual Assault	<ol style="list-style-type: none"> <li>1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care</li> <li>2. Institution will assess immediate safety needs of complainant</li> <li>3. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department</li> <li>4. Institution will provide complainant with referrals to on and off campus mental health providers</li> <li>5. Institution will assess need to implement interim or long-term protective measures, if appropriate.</li> <li>6. Institution will provide the victim with a written explanation of the victim’s rights and options</li> <li>7. Institution will provide a “No Contact” directive to accused party if deemed appropriate</li> <li>8. Institution will provide written instructions on how to apply for Protective Order</li> <li>9. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution</li> <li>10. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is</li> <li>11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation</li> </ol>
Stalking	<ol style="list-style-type: none"> <li>1. Institution will assess immediate safety needs of complainant</li> <li>2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department</li> <li>3. Institution will provide written instructions on how to apply for Protective Order</li> <li>4. Institution will provide written information to complainant on how to preserve evidence</li> <li>5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate</li> <li>6. Institution will provide the victim with a written explanation of the victim’s rights and options</li> <li>7. Institution will provide a “No Contact” directive to accused party if deemed appropriate</li> </ol>
Dating Violence	<ol style="list-style-type: none"> <li>1. Institution will assess immediate safety needs of complainant</li> <li>2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department</li> <li>3. Institution will provide written instructions on how to apply for Protective Order</li> <li>4. Institution will provide written information to complainant on how to preserve evidence</li> <li>5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate</li> <li>6. Institution will provide the victim with a written explanation of the victim’s rights and options</li> <li>7. Institution will provide a “No Contact” directive to accused party if deemed appropriate</li> </ol>
Domestic Violence	<ol style="list-style-type: none"> <li>1. Institution will assess immediate safety needs of complainant</li> </ol>

2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department
3. Institution will provide written instructions on how to apply for Protective Order
4. Institution will provide written information to complainant on how to preserve evidence
5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate
6. Institution will provide the victim with a written explanation of the victim's rights and options
7. Institution will provide a "No Contact" directive to accused party if deemed appropriate

### **ASSISTANCE FOR VICTIMS: RIGHTS & OPTIONS**

Regardless of whether a victim elects to pursue a criminal complaint, the University will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights. In Alabama, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

**Within 72 hours after a victim files a crime report, the assisting local law enforcement agency shall provide the victim with the following:**

1. a list of local emergency and crisis services
2. the name and phone number of the officer and the agency handling your report
3. the name and phone number of the prosecuting attorney
4. the procedural steps in a criminal prosecution
5. the availability of victim's' compensation benefits
6. a listing of your rights as a victim including a form to ensure you are given your rights
7. the existence and eligibility requirements of restitution and compensation
8. a recommended procedure if you are subject to threats or intimidation as a victim

### **A crime victim also has a right to:**

1. notification of all criminal proceedings and charges filed against the defendant, with the exception of initial appearance, and the right to be present at all proceedings
2. necessary information regarding the appropriate agencies from which you may request information
3. an explanation of the pre-sentence report and the right to make a written or oral statement to the probation officer, and a right to review the pre-sentence report
4. be notified of the time and place of any sentencing hearing and to make a written or oral statement, or present any information at a sentencing proceeding or any other proceeding as authorized by law
5. information regarding the return of any property taken
6. be provided the date of conviction, acquittal or dismissal of charges against the defendant and the sentence imposed
7. refuse an interview or other communication with the defendant, his attorney or anyone acting on his behalf
8. the status and results of any post-conviction appeal
9. be provided a waiting area separate from the defendant, his relatives, and defense witnesses if available and practical
10. submit a statement to be entered into the inmate's records that you are to be notified of release, on bond, from prison, escape, re-arrest, or death of the prisoner
11. information regarding collection of restitution
12. any release opinion by the Alabama Department of Mental Health
13. be notified of any Pardon and Parole Board hearings and the right to be present and heard at such hearings

For more information, please see the State of Alabama, Office of the Attorney General's website <http://www.ago.state.al.us/Page-Victims-Assistance-Crime-Victims-Rights> or call the State of Alabama's Victim Assistance Hotline (800) 626-7676

## **Rights of Victims and the University’s Responsibilities for Orders of Protection, “No Contact” Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the University**

UAB complies with Alabama law in recognizing protection from abuse orders. Any person who obtains an order of protection from the State of Alabama or any other state should provide a copy to UAB Police and the Office of the Title IX Coordinator. A complainant may then meet with UAB Police to develop a Safety Action Plan, which is a plan for UAB Police and the victim to reduce the risk of harm while on campus or coming and going from campus. This plan may include but is not limited to: imposing a no contact order on the Responding party; residence hall room change for one or more involved parties; changes in academic schedules or assignments for one or both parties; and interim suspension of the Responding party. The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s). To apply for a Protection From Abuse Order (PFA), you must file a petition, which can be obtained from the circuit clerk in your county, usually located at the county courthouse.

The University may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the University receives a report that such an institutional no contact order has been violated, the University may initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

### **Accommodations and Protective Measures Available for Victims**

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, UAB will provide written notification to students and employees about accommodations available to them, including academic, living, transportation and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim’s request, and to the extent of the victim’s cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim should contact the Office of Student Conduct (students) and UAB HR Office of Employee Relations (employee). The Office of Student Conduct and the Title IX Coordinator (students), and/or Human Resources (employees) can assist victims with these accommodations.

## On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, UAB will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

### On-campus

Name	Address	Phone Number
UAB Police	1117 14th Street South	205-934-4434
Student Health and Wellness	1714 9th Avenue South	205-934-3581
Student Health and Wellness Counseling Services	1714 9th Avenue South	205-934-5816
The Office of Student Outreach	Hill Student Center, Room 303	205-975-9509
The Office of Student Conduct	Hill Student Center, Room 303	205-975-9509
Employee Assistance and Counseling Center	Magnolia Office Park, Ste. 330 2112 11th Ave. S.	205-934-2281
The Office of Diversity, Equity, and Inclusion	401 Campbell Hall, 1300 Univ. Blvd	205-934-8762
The Office of Employee Relations	1720 2nd Avenue South	205-934-4458
Title IX Coordinator, Kasey M. Robinson	Hill Student Center Suite 303, 1400 University Blvd	205-996-1340
UAB Hospital Emergency Department	1802 6th Avenue South	205-934-5105

### In the Birmingham Area

Name	Address	Phone Number
City of Birmingham Police	1825 1st Avenue North	205-254-2107
Birmingham Crisis Center (SANE)	3600 8th Avenue South Suite 501	205-323-7777
Family Violence Center		205-322-4878
Jefferson County Courthouse	716 Richard Arrington Jr. Blvd. N.	205-325-5300

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.rainn.org> – Rape, Abuse and Incest National Network

<http://www.ovw.usdoj.gov/sexassault.htm> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> - Department of Education, Office of Civil Rights

## Confidentiality

Victims may request that directory information on file with the University be withheld by request through the UAB One Stop Student Services, (205) 934-4300.

Regardless of whether a victim has opted-out of allowing the University to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily  
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Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

If you would like the details of an incident to be kept confidential, you may speak with on-campus counselors, campus health service providers, off-campus rape crisis resources (such as advocates or peer advisors), or clergy/chaplains. Campus counselors are available to help you free of charge and can be seen on an emergency basis during normal business hours. UAB Student Health and Wellness - Counseling Services can be contacted at (205) 934-5816. For emergency counseling available after normal business hours, please contact the Crisis Center (205) 323-7777 or Rape Response at (205) 323-7273. These counselors are not required to report any information about an incident to the Title IX coordinator without the victim's permission.

## **Confidential Reporting to Pastoral and Professional Counselors/Voluntary Confidential Reporting**

Under the law, campus pastoral and professional counselors, when acting as such, are not considered a campus security authority and are not required to report crimes for inclusion in the annual disclosure of campus crime statistics. The University of Alabama at Birmingham encourages its counselors at Student Counseling Services and Employee Assistance and Counseling Center; if and when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. All verified and unverified confidential reports of offenses that meet the reporting criteria as determined by UABPD and that are made to Student Counseling Services and Employee Assistance and Counseling Center staff are included in UABPD campus crime statistics. Crimes reported to campus pastoral and other professional counselors, including but not limited to those at the Student Counseling Services and Employee Assistance and Counseling Center are not included unless the victim chooses to report to one of the other campus security authorities.

## **Resolution of Violations**

The University's disciplinary process includes a prompt, fair, and impartial investigation and resolution process. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault, and stalking complaints are completed within 60 days of the report. However, each proceeding allows for extensions of time-frames for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The University will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, advisors are not allowed to speak and are allowed only to confer with their advisee. An advisor who violates this limitation could subject the advisee to additional sanctions or conduct action under the Student Code. Participants electing to be accompanied by an advisor must notify the Chair at least three (3) business days prior to the hearing;
5. The accuser and the accused will be notified simultaneously, in writing, of any initial, interim and final decision

- of any disciplinary proceeding; and
6. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

In addition to the above, the Procedures for the Resolution of Sexual Misconduct Complaints against Students Policy allows both the complainant and respondent have the following rights:

- To be treated with respect, dignity, and sensitivity.
- To receive appropriate support from the University.
- Privacy to the extent possible, consistent with applicable law and University policy.
- Information about the University's Title IX Policy.
- The presence of an Adviser throughout the process.
- To participate or to decline to participate in the investigation or complaint resolution process. However, a decision not to participate in the process either in whole or in part will not prevent the University from proceeding with the information available.
- A prompt and thorough investigation of the allegations.
- Adequate time to review documents in the Title IX Coordinator's report following the investigation.
- To appeal the investigation decision or any sanctions imposed.
- To challenge a Hearing Panel member(s) for a possible conflict of interest.
- To refrain from making self-incriminating statements. A resolution, however, will be determined with the information made available by the parties.
- To appeal the decision made by the Hearing Panel to the VP for Student Affairs.
- Notification, in writing, of the case resolution, including the outcome of any appeals.
- For the Complainant, to report the incident to law enforcement (including the UABPD or with the police department in the jurisdiction in which the sexual misconduct occurred) at any time.

UAB will disclose information about its investigation and resolution of sexual misconduct complaints only to those who need to know the information in order to carry out their duties and responsibilities. It will inform all University personnel participating in an investigation, proceeding, or hearing that they are expected to maintain the privacy of the process. This does not prohibit either a Complainant or Respondent from obtaining the assistance of family members, counselors, therapists, clergy, doctors, attorneys, or other resources.

In addition to the above, the Procedures for the Resolution of Sexual Misconduct Complaints against Faculty, Staff, Affiliates and Non-Affiliates Policy allows both the complainant and respondent have the following rights:

- To be treated with respect, dignity, and sensitivity.
- To receive appropriate support from the University.
- The presence of an Adviser throughout the process
- Confidentiality to the extent possible, consistent with applicable law and University policy.
- Information about the University's Title IX Policy.
- A prompt and thorough investigation of the allegations.
- To refrain from making self-incriminating statements. A resolution, however, will be determined with the information made available by the parties.
- Notification, in writing, of the case resolution, including the outcome of any appeals.
- For the Complainant, to report the incident to law enforcement (including the UABPD or with the police department in the jurisdiction in which the sexual misconduct occurred) at any time.

Whether or not criminal charges are filed, the University or a person may file a complaint under the UAB Title IX Sexual Violence and Sexual Misconduct Policy.

# TYPES OF DISCIPLINARY PROCEEDINGS UTILIZED IN CASES OF ALLEGED DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

## Students

### **Title IX Sexual Violence and Sexual Misconduct Policy**

### **Procedures for the Resolution of Sexual Misconduct Complaints against Students Policy**

#### ***1. How to File a Disciplinary Complaint Under this Policy***

Any person should immediately report domestic violence, dating violence, sexual assault, and stalking to the UAB Police Department (UABPD) (205) 934-3535. The UABPD will also inform the University Title IX Coordinator of the incident. Any criminal investigation by UABPD or other law enforcement agency is independent from any disciplinary investigation undertaken by the University under this policy. Persons may also report prohibited conduct to:

**Title IX Coordinator:**

Kasey M. Robinson  
Title IX Coordinator  
Hill Student Center, Suite 303  
1400 University Blvd  
(205) 996-1340  
Kaseyr@uab.edu

**Athletics:**

Bryant Carter (Deputy Title IX Coordinator)  
Associate Athletics Director/CFO  
Bartow Arena, East Tower 310-A  
617 13th Street South  
(205) 934-1900  
bcarter@uab.edu

**Office of Student Conduct:**

Emily Feinstein (Deputy Title IX Coordinator)  
Director of Student Conduct and Student Outreach  
Hill Student Center, Suite 303  
1400 University Blvd.  
(205) 975-9509  
eufeinstein@uab.edu

**Office of Diversity, Equity and Inclusion:**

Anita Clemon (Deputy Title IX Coordinator)  
Assistant Vice President for Institutional Equity  
Administration Building, Suite 336  
701 20th Street South  
(205) 975-8258  
aclemon@uab.edu

**Human Resources:**

Robert Barnes (Deputy Title IX Coordinator)  
Administration Building, Room 210  
701 20th Street South  
(205) 934-4458  
rbarnes@uab.edu

Regardless of whether a Complainant decides to pursue a criminal investigation, the University's Title IX Coordinator will take immediate steps to investigate the report, to protect the Complainant, and to ensure the safety of the campus community. If a criminal complaint is filed in addition to the University complaint, the University will continue implementing its own procedures regardless of the time line of the criminal proceedings or their outcome, unless the University is advised by the UABPD or other law enforcement agency that doing so could jeopardize the criminal investigation. Victims of sexual violence are not required to report to law enforcement in order to receive assistance from or pursue any options provided by UAB.

#### ***2. How the University Determines Whether This Policy will be Used***

Any action involving a student is referred to the Title IX Coordinator or Deputy Title IX Coordinator to determine if this policy is applicable.

#### ***3. Steps in the Disciplinary Process***

1. Complaint

- a. When a report is made, the Title IX Coordinator or Deputy Coordinator will conduct an Initial Assessment. The assessment will determine whether the alleged conduct could present a potential violation of the Title IX Policy and whether further action is warranted based on the alleged conduct.
- b. The Title IX Coordinator notifies the Complainant of the receipt of the report. This notice contains the applicable policies, rights of the Complainant, and resources.
- c. Initial Assessment
  - i. There will usually be a preliminary meeting between the Complainant and the Title IX Coordinator or Deputy Coordinator.
  - ii. At the conclusion of the Initial Assessment, the Title IX Coordinator will determine the appropriate resolution route. Resolution may include: 1) no further action, 2) Voluntary Resolution, or 3) the initiation of an Investigation and Adjudication that may lead to conduct action. The Respondent will be notified when UAB takes action that would impact a Respondent, such as protective measures that restrict the Respondent's movement on campus, the initiation of an Investigation, or the decision to seek informal resolution.
- d. Voluntary Resolution
  - i. Voluntary Resolution, when selected by the Complainant and deemed appropriate by the Title IX Coordinator, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the expressed preference of the Complainant and the safety and welfare of the campus community.
  - ii. The University retains the discretion to determine, when selected by the Complainant, which cases are appropriate for Voluntary Resolution.
  - iii. Refer to the Procedures for the Resolution of Sexual Misconduct Complaints against Students Policy for more information on Voluntary Resolution <http://www.uab.edu/policies/content/Pages/UAB-UC-PRO-0000780.aspx>.

## 2. Notification

- a. The Title IX Coordinator will send the Complainant and the Respondent and, if applicable, the Respondent's appropriate supervisor, a written Notice of Investigation, which constitutes the formal charge.
- b. The Notice of Investigation will contain a summary of the allegation or conduct at issue, the range of potential violations under the Title IX Policy, and the range of potential sanctions.
- c. The Notice of Investigation will generally contain the following:
  - i. Summary of the allegation or conduct at issue
  - ii. Range of potential violations under the Title IX Policy
  - iii. On and off campus resources
  - iv. Rights of the Respondent
  - v. Range of potential sanctions
  - vi. Notification that expulsion is a potential sanction and that expulsion precludes matriculation (where appropriate)
- d. Once the Notice of Investigation has been delivered to the parties, the Investigation phase begins.

## 3. Title IX Investigation

- a. Following the Initial Assessment, the University will initiate a prompt, thorough, and impartial investigation of conduct that is a potential violation of the Title IX Policy.



- b. The Title IX Coordinator will designate an investigator(s) from the Title IX Coordinator and Human Resources, or an external investigator, who has training and experience investigating allegations of Prohibited Conduct.
- c. During the Investigation, the Complainant and Respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information. The investigator will speak separately with the Complainant, the Respondent, and any other individuals who are willing to participate and have information relevant to the determination of responsibility.
- d. Throughout the process, any participant may have an Advocate present at any meeting related to resolution of a report under the Title IX Policy. The Advocate can be anyone of the individual's choosing, including an attorney, who is not otherwise a party or witness involved in the Investigation.
- e. The investigator will also gather any available physical or documentary evidence.
- f. At the conclusion of the Investigation, the investigator will prepare a written report that summarizes the information gathered, synthesizes the areas of agreement and disagreement between the parties with any supporting information or accounts, and includes an Investigative Finding regarding whether a Title IX Policy violation occurred. However, before the report is finalized, the Complainant and Respondent will be given the opportunity to review a draft Investigation Report, which will not include the Investigative Finding, and may be presented in redacted format. The parties will not receive an electronic or written copy, nor may they photograph or copy the draft Investigation Report, but they will be permitted to take notes on the content.
- g. A Complainant and Respondent may submit any additional comment or information to the investigator within five (5) business days of the date of the notice of the opportunity to review the draft Investigation Report.
- h. Both the Complainant and Respondent will be notified of the Investigative Finding and the recommended sanction(s) and/or remedy(ies) in writing at the same time.

#### 4. Outcome Conference

- a. If the Investigative Finding is that a Title IX Policy violation has occurred, both the Complainant and Respondent may:
  - i. Accept both the Investigative Finding and recommended sanction;
  - ii. Accept the Investigative Finding, but request a Hearing on the recommended sanction; or
  - iii. Request a Hearing on the Investigative Finding and recommended sanction.
- b. If the Investigative Finding is that no Title IX Policy violation has occurred, both the Complainant may:
  - i. Accept the Investigative Finding (on one or all of the alleged violations); or
  - ii. Request Administrative Review of the Investigative Finding (on one or all of the alleged violations).
- c. The Complainant and Respondent must communicate their chosen course of action to the Title IX Coordinator in writing (e.g., email, facsimile, letter) within five (5) business days of notification of the Investigative Finding.

#### 5. Adjudication Options

At the conclusion of the Outcome Conference, one of the following will occur:

- a. Imposition of Final Finding, Sanction, and Remedy
  - i. Administrative Review of an Investigative Finding of No Title IX Policy Violation
  - ii. Adjudication by a Hearing Panel: Review of an Investigative Finding that a Title IX Policy Violation Occurred
  - iii. Adjudication by a Hearing Panel: Review of Recommended Sanction Only

## 6. Imposition of Sanctions - *See below #7 Possible Sanctions*

## 7. Remedies

The Title IX Coordinator will identify long-term or permanent remedies to address the effects of the conduct on the Complainant, restore the Complainant's safety and well-being, and maximize the Complainant's educational and employment opportunities. For more information see the Procedures for the Resolution of Sexual Misconduct Complaints against Students Policy <http://www.uab.edu/policies/content/Pages/UAB-UC-PRO-0000780.aspx>.

## 8. Hearing Process

The Hearing Process will generally be completed within twenty-five (25) business days from the date of the request for a Hearing. As with all time frames in the Title IX Policy and these Procedures, this time frame may be extended for good cause with notice to the parties in writing.

### a. Hearing Panel

Upon receipt of a Notice of Hearing, a Hearing Panel will be designated to review all relevant information gathered in the Investigation. In addition to a Hearing Chair, a Hearing Panel is comprised of three (3) individuals, selected from a pool of trained individuals (typically including two faculty or staff members and one student). Any individual designated by the University to serve on a Hearing Panel must have sufficient training or experience to serve in this capacity. A Hearing Panel member may decline to participate on the basis of an actual conflict of interest, bias, or lack of impartiality. A Hearing Chair will conduct and preside over the hearings. The Hearing Chair is not a voting member of any Hearing Panel, but is available to provide consistency in process, informed understanding of Title IX Policy definitions, and guidance as to available sanctions; the Hearing Chair will also draft the Hearing Panel findings.

### b. Pre-Hearing Meeting

As a first step, the Hearing Chair will meet separately with the investigator and each party to resolve pre-hearing concerns. At this pre-hearing meeting, the parties will each have the opportunity to identify the witnesses (who have already been identified to and interviewed by the investigator) they wish to call at the hearing; raise any challenge to the composition of the Hearing Panel based on bias, conflict of interest or lack of impartiality; and identify any evolving or new information not previously identified through the Investigation or available through the exercise of due diligence. The parties will also have the opportunity to address questions about the process. If not participating in the hearing, the Complainant is not required to attend this meeting.

Both parties have the ability to challenge a Hearing Panel member on the basis of an actual conflict of interest, bias, or lack of impartiality. The request must be submitted in writing or raised no later than the date of the pre-hearing meeting and must clearly state the grounds to support a claim of bias, conflict of interest, or an inability to be fair and impartial. Failure to object prior to the date of the pre-hearing meeting eliminates the possibility of appealing the outcome of the hearing based on the assertion that a member of the Hearing Panel had a conflict of interest, was biased, or lacked impartiality.

### c. Hearing Procedures

The Hearing will take place in a closed session. At the Hearing, the investigator will be responsible for presenting the evidence supporting the Investigative Finding of a Title IX Policy violation. However, the Hearing Panel will make its own determination by a preponderance of the evidence whether a Title IX Policy violation occurred. In reaching a determination, the Hearing Panel will solicit information from the investigator, the Complainant, the Respondent, and any witnesses as appropriate to ensure a full assessment of the relevant facts. This information shall be provided in the presence of the parties, unless a party waives their right to participate.

The Complainant and Respondent will be granted the opportunity to appear before the hearing panel if they wish and make an oral statement regarding the facts. During the hearing, each party may be accompanied by an Advocate. Upon request, a party or witness may participate by telephone or videoconference from a different physical location or may request that a visual barrier be placed to limit the individual's exposure to other hearing participants. The Complainant and Respondent will not be in the hearing room together, unless both parties agree in writing. The party who is not before the Hearing Panel may have audio access to the hearing via telephone when the other party appears.

A Respondent, Complainant, adviser, and/or witness may not bring electronic devices that capture or facilitate communication (e.g., computer, cell phone, audio/video recorder, etc.) into a hearing room. The Title IX Coordinator will make an audio recording of the hearing to be kept on file in accordance with UAB's document retention policy. Reasonable care will be taken to create a quality audio recording and minimize technical problems; however, technical problems that result in no recording or an inaudible one will not be a valid argument for appeal.

Questions directed to the parties will be made through the Hearing Chair, who will screen them for relevance. Questions may be directed to the investigator. Similarly, the parties have the right to question witnesses; however, the Hearing Chair has the discretion to determine that the questions will be made through the Hearing Chair in cases where the Hearing Chair determines that questioning by the parties will be unduly intimidating to a witness. In all such instances, the Hearing Chair may require measures to assure the integrity of the process.

The Hearing Panel will not review any Impact Statements unless a determination of a Title IX Policy violation is made. After a consideration of all of the relevant information, the Hearing Panel will make a determination by a preponderance of the evidence whether a Title IX Policy violation occurred. Preponderance of the evidence means that it is more likely than not that the conduct occurred. The Hearing Panel's determination must be reached by a majority vote. If so, the Hearing Panel will also impose a sanction. Sanctions of suspension or expulsion must be supported by a unanimous vote. A majority vote is required for all other sanctions.

## 9. Notice of Hearing Outcome

Within five (5) business days of the conclusion of the Hearing, the University will provide a written Notice of Hearing Outcome to the Complainant and the Respondent at the same time. The Title IX Coordinator will also provide written notice, at the same time to both parties, of any change in the Outcome that occurs before the Outcome becomes final.

The Notice of Hearing Outcome will include the finding by the Hearing Panel as to whether there is a Title IX Policy violation, the rationale for the result, and a brief summary of the evidence on which the decision is based, as appropriate. Where there is a finding of a Title IX Policy violation, the Respondent will be informed of any sanctions, the date by which the requirements must be satisfied (if applicable), and the consequences of failure to satisfy the requirements. The Complainant will be informed of any sanctions and remedies that directly relate to the Respondent, including information about the Respondent's presence on campus (or in a shared class or residence hall), that may help a Complainant make informed decisions or work with the University to eliminate Prohibited Conduct and prevent its recurrence.

The Notice of Hearing Outcome will also include information about the appeal process, including the available grounds for an appeal, the time frame for submitting an appeal, and the name of the Appeals Officer who will be assigned to review any appeal filed. If neither party seeks an appeal within five (5) business days of the Notice of Outcome, any sanction imposed by the Hearing Panel will take effect immediately.

## 10. Appeal/Review of Hearing Outcome

Either party may appeal the Notice of Hearing Outcome to the VP of Student Affairs ("Appeals Officer"). Either party may appeal the Hearing Outcome only on the following grounds:

- A violation of procedural due process (material deviation from established procedures that would substantially affect the Outcome);

- Newly discovered information has been obtained that was not previously available during the Investigation or Adjudication Processes through the exercise of due diligence, and this newly discovered information would substantially affect the Outcome. The parties may appeal the portions of the Hearing Outcome that directly relate to that party. Mere dissatisfaction with the Hearing Outcome is not a valid basis for appeal.
- The appeal must be submitted in writing to Title IX Coordinator within five (5) business days of the Notice of Hearing Outcome.
- If the appeal is properly filed, each party will be given the opportunity to review the written appeal and respond to it in writing to the Appeals Officer. Any response by the opposing party must be submitted to the Appeals Officer within three (3) business days from being provided the appeal. If both parties file an appeal, the appeal documents from each party will be considered together in one appeal review process.
- Depending on the basis of the requested appeal, the Appeals Officer may:
  - Affirm the Outcome;
  - Alter the Outcome;
  - Return the matter to the Hearing Panel with instructions to reconvene to cure a procedural error or to assess the weight and impact of newly discovered information.
  - Where the procedural error cannot be cured by returning the matter to the original Hearing Panel, convene a hearing before a newly constituted Hearing Panel.

The Appeals Officer will render a written decision on the appeal to both parties within fifteen (15) business days from the date of the submission of all appeal documents. Appeal decisions by the Appeals Officer are final.

See the *Procedures for the Resolution of Sexual Misconduct Complaints against Students Policy* for more information on this process <http://www.uab.edu/policies/content/Pages/UAB-UC-PRO-0000780.aspx>.

## 11. Post-Resolution Follow Up

After a sanction or remedy is issued, the Title IX Coordinator will periodically contact the Complainant to ensure the Prohibited Conduct has ended and to determine if additional remedies are necessary and will contact the Respondent to assure compliance with any sanctions that have been imposed. The Complainant may decline future contact. Any violation by a Respondent of a sanction or protective measure imposed under the Title IX Policy or a failure by a University employee to provide a specified remedy should be reported to the Title IX Coordinator.

The Complainant and Respondent are encouraged to provide the Title IX Coordinator with feedback about their experience with the process and recommendations regarding ways to improve the effectiveness of the campus' implementation of the Title IX Policy.

### 4. Anticipated Timelines

Consistent with the goal to maximize educational opportunities and minimize the disruptive nature of the investigation and resolution, the Title IX Coordinator seeks to resolve all reports within 60 days, depending on when the report is received. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. More specific timelines can be found in the above section (Steps in the Disciplinary Process).

### 5. Decision-Making Process

- a. The Complainant and Respondent will be provided the opportunity to submit a written Impact Statement. These written Impact Statements will not be considered in the determination of responsibility, but will be provided to the investigator, and at the appropriate stage of the process, to the disciplinary authority or Hearing Panel for consideration in the determination of the sanction and remedy. The Impact Statement may be submitted at any time in the process, provided that it is received no later than five (5) days after

the parties have been given notice of the opportunity to review the draft Investigative Report. The parties may submit a supplemental Impact Statement to the disciplinary authority or Hearing Panel if there is a change in circumstances warranting an updated Impact Statement. The Impact Statements will be shared with the parties, and may be redacted at the discretion of the Title IX Coordinator, or in accordance with FERPA.

- b. At the conclusion of the Investigation, the investigator will prepare a written report that summarizes the information gathered, synthesizes the areas of agreement and disagreement between the parties with any supporting information or accounts, and includes an Investigative Finding regarding whether a Title IX Policy violation occurred. However, before the report is finalized, the Complainant and Respondent will be given the opportunity to review a draft Investigation Report, which will not include the Investigative Finding, and may be presented in redacted format. The parties will not receive an electronic or written copy, nor may they photograph or copy the draft Investigation Report, but they will be permitted to take notes on the content.
- c. A Complainant and Respondent may submit any additional comment or information to the investigator within five (5) business days of the date of the notice of the opportunity to review of the draft Investigation Report.
- d. Both the Complainant and Respondent will be notified of the Investigative Finding and the recommended sanction(s) and/or remedy(ies) in writing at the same time.
- e. The investigator has the discretion to determine the relevance of any witness or other evidence to the finding of responsibility, and may exclude information in preparing the investigation report if the information is irrelevant, immaterial, or more prejudicial than informative. The investigator may also exclude statements of personal opinion by witnesses and statements as to general reputation for any character trait, including honesty. The investigator will not exclude direct observations or reasonable inferences drawn from the facts.
- f. The Complainant and Respondent will be provided the opportunity to submit a written Impact Statement. These written Impact Statements will not be considered in the determination of responsibility, but will be provided to the investigator, and at the appropriate stage of the process, to the disciplinary authority or Hearing Panel for consideration in the determination of the sanction and remedy. The Impact Statement may be submitted at any time in the process, provided that it is received no later than five (5) days after the parties have been given notice of the opportunity to review the draft Investigative Report. The parties may submit a supplemental Impact Statement to the disciplinary authority or Hearing Panel if there is a change in circumstances warranting an updated Impact Statement. The Impact Statements will be shared with the parties, and may be redacted at the discretion of the Title IX Coordinator, or in accordance with FERPA.

## **6. Standard of Evidence**

Preponderance of the Evidence

## **7. Possible Sanctions**

### **Sanctions that Impact a Student's Status**

Sanctions may be imposed individually or in combination. Sanctions that affect a student's status with the University include the following:

- **Expulsion** means that a student is removed from the University permanently and may not seek readmission.
- **Suspension for a Definite or Indefinite Period** means that the student must leave the University for a definite or indefinite period. This form of suspension anticipates that the student may eventually return if applicable conditions are satisfied.
- **Probation for a Definite or Indefinite Period** means that a student is not in good standing and may remain at

the University but may be required to satisfy specified conditions or requirements.

### **Sanctions that Do Not Impact a Student's Status**

Sanctions which do not affect a student's good standing status with the University include, but are not limited to:

**Educational Requirements.** Completion of projects, programs, or requirements designed to help the student manage behavior and understand why it was inappropriate.

**"No Contact" Orders.** Compliance with orders of no contact that limit access to specific University areas or forms of contact with particular persons.

**Housing Restrictions.** Exclusion from University housing or change in housing arrangements.

**Community Service.** Completion of up to sixty (60) hours of community service over a period not to exceed twelve (12) weeks under guidelines established and monitored by the Title IX Coordinator and AVP of Student Experience.

**Written Warning.** Written warning in the form of an official reprimand that is formally communicated by a letter giving the student notice that any subsequent Title IX Policy violation will carry more serious sanctions.

### **8. Range of Protective Measures Available to a Victim Alleging Misconduct**

The Title IX Coordinator will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: imposing a no contact order on the Respondent; residence hall room change for one or more involved parties; changes in academic schedules or assignments for one or both parties; and interim suspension of the Respondent.

## **Faculty, Staff, Affiliates, and Non-Affiliates**

### **Title IX Sexual Violence and Sexual Misconduct Policy**

### **Procedures for the Resolution of Sexual Misconduct Complaints against Faculty, Staff, Affiliates and Non-Affiliates Policy**

#### **1. How to File a Disciplinary Complaint Under this Policy**

Any person should immediately report domestic violence, dating violence, sexual assault, and stalking to the UAB Police Department (UABPD) (205) 934-3535. The UABPD will also inform the University Title IX Coordinator of the incident. Any criminal investigation by UABPD or other law enforcement agency is independent from any disciplinary investigation undertaken by the University under this policy. Persons may also report prohibited conduct to:

**Title IX Coordinator:**

Kasey M. Robinson  
Title IX Coordinator  
Hill Student Center, Suite 303  
1400 University Blvd  
(205) 996-1340  
Kaseyr@uab.edu

**Athletics:**

Bryant Carter (Deputy Title IX Coordinator)  
Associate Athletics Director/CFO  
Bartow Arena, East Tower 310-A  
617 13th Street South  
(205) 934-1900  
bcarter@uab.edu

**Office of Student Conduct:**

Emily Feinstein (Deputy Title IX Coordinator)  
Director of Student Conduct and Student Outreach  
Hill Student Center, Suite 303  
1400 University Blvd.  
(205) 975-9509  
eufeinstein@uab.edu

**Office of Diversity, Equity and Inclusion:**

Anita Clemon (Deputy Title IX Coordinator)  
Assistant Vice President for Institutional Equity  
Administration Building, Suite 336  
701 20th Street South  
(205) 975-8258  
aclemon@uab.edu

**Human Resources:**

Robert Barnes (Deputy Title IX Coordinator)  
Administration Building, Room 210  
701 20th Street South  
(205) 934-4458  
rbarnes@uab.edu

Regardless of whether a Complainant decides to pursue a criminal investigation, the University's Title IX Coordinator will take immediate steps to investigate the report, to protect the Complainant, and to ensure the safety of the campus community. If a criminal complaint is filed in addition to the University complaint, the University will continue implementing its own procedures regardless of the time line of the criminal proceedings or their outcome, unless the University is advised by the UABPD or other law enforcement agency that doing so could jeopardize the criminal investigation. Victims of sexual violence are not required to report to law enforcement in order to receive assistance from or pursue any options provided by UAB.

**2. How the University Determines Whether This Policy will be Used**

Any action involving faculty, staff, affiliates, and non-affiliates is referred to the Title IX Coordinator or Deputy Title IX Coordinator to determine if the policy is applicable.

**3. Steps in the Disciplinary Process****1. Complaint**

- a. When a report is made, the Title IX Coordinator or Deputy Coordinator will conduct an Initial Assessment. The assessment will determine whether the alleged conduct could present a potential violation of the Title IX Policy and whether further action is warranted based on the alleged conduct.
- b. The Title IX Coordinator notifies the Complainant of the receipt of the report. This notice contains the applicable policies, rights of the Complainant, and resources.
- c. Initial Assessment
  - i. There will usually be a preliminary meeting between the Complainant and the Title IX Coordinator or Deputy Coordinator.
  - ii. At the conclusion of the Initial Assessment, the Title IX Coordinator will determine the appropriate resolution route. Resolution may include: 1) no further action, or 2) initiation of an Investigation and findings that may lead to disciplinary action.
- d. Voluntary Resolution
  - i. Voluntary Resolution, when selected by the Complainant and deemed appropriate by the Title IX Coordinator, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the expressed preference of the Complainant and the safety and welfare of the campus community.
  - ii. The University retains the discretion to determine, when selected by the Complainant, which cases are appropriate for Voluntary Resolution.

- iii. Refer to the Procedures for the Resolution of Sexual Misconduct Complaints against Faculty, Staff, Affiliates and Non-Affiliates Policy for more information on Voluntary Resolution <http://www.uab.edu/policies/content/Pages/UAB-UC-PRO-0000779.aspx>

## 2. Notification

- a. The Title IX Coordinator will send the Complainant and the Respondent and, if applicable, the Respondent's appropriate supervisor, a written Notice of Investigation, which constitutes the formal charge.
- b. The Notice of Investigation will contain a summary of the allegation or conduct at issue, the range of potential violations under the Title IX Policy, and the range of potential sanctions.
- c. The Notice of Investigation will contain a summary of the allegation or conduct at issue, the range of potential violations under the Title IX Policy, and the range of potential sanctions.
- d. Once the Notice of Investigation has been delivered to the parties, the Investigation phase begins.

## 3. Title IX Investigation

- a. Following the Initial Assessment, the University will initiate a prompt, thorough, and impartial investigation of conduct that is a potential violation of the Title IX Policy.
- b. The Title IX Coordinator will designate an investigator(s) from the Title IX Coordinator and Human Resources, or an external investigator, who has training and experience investigating allegations of Prohibited Conduct.
- c. During the Investigation, the Complainant and Respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information. The investigator will speak separately with the Complainant, the Respondent, and any other individuals who are willing to participate and have information relevant to the determination of responsibility.
- d. Throughout the process, any participant may have an Advocate present at any meeting related to resolution of a report under the Title IX Policy. The Advocate can be anyone of the individual's choosing, including an attorney, who is not otherwise a party or witness involved in the Investigation.
- e. The investigator will also gather any available physical or documentary evidence.
- f. At the conclusion of the investigation, the Investigator will prepare a report (the "Investigative Report") summarizing and analyzing the relevant facts determined through the investigation, with reference to any supporting documentation or statements. However, before the report is finalized, the Complainant and Respondent will be given the opportunity to review a draft Investigation Report, which will not include the Investigative Finding, and may be presented in redacted format. The parties will not receive an electronic or written copy, nor may they photograph or copy the draft Investigation Report, but they will be permitted to take notes on the content.
- g. A Complainant and Respondent may submit any additional comment or information to the investigator within five (5) business days of the date of the notice of the opportunity to review the draft Investigation Report.
- h. The final Investigative Report will provide a summary of the Investigator's impressions, including context for the evidence, and will make a determination as to whether the respondent's conduct violated the Title IX Policy. The Title IX investigator will provide its determination, including the basis for the determination, in writing to the Complainant and the Respondent simultaneously. When the Respondent is determined not to have violated the policy, the matter will be closed. When the Respondent is determined to have violated the policy, the determination will also be forwarded to the appropriate person, as indicated below.

- i. The Investigative Report will then be provided to the Dean of the Respondent's School or Col-



lege (if a faculty member),

- ii. The Provost (if the complaint contains allegations against a Dean), or
- iii. Relevant Vice President, Supervisor or Dean (if a staff member or third-party).

4. Final Determination as to appropriate disciplinary sanction

- a. Faculty - In cases involving faculty respondents, the parties have the right to appeal the investigative determination and the sanction imposed by the respondent's Dean to the Provost. Any appeal must be in writing and should be filed with the Title IX Coordinator within ten (10) calendar days of the date of receipt of the Dean's final decision. Please refer to the Procedures for the Resolution of Sexual Misconduct Complaints against Faculty, Staff, Affiliates and Non-Affiliates Policy for more details about the appeal process <http://www.uab.edu/policies/content/Pages/UAB-UC-PRO-0000779.aspx>.
  - b. Staff - A determination as set forth above that a violation of the Title IX Policy has occurred shall subject a staff member to appropriate disciplinary action pursuant to the You & UAB Handbook. The University has adopted a philosophy of progressive discipline. However, one violation of this Policy could result in termination of employment. See You and UAB Handbook to review the applicable disciplinary and/or grievance process.
  - c. Resident - If the Title IX Investigator determines that a Resident violated the Title IX policy, the Title IX investigator will notify the Program Director and the Office of Graduate Medical Education. After reviewing the determination and in consultation with the Office of Graduate Medical Education and HR, the Program Director will follow the process set out in the applicable Graduate Medical Education Policies and Procedures manual.
  - d. Postdoctoral Fellows and Trainees - If the Title IX Investigator determines that a postdoctoral fellow or trainee violated this policy, the Title IX Investigator will notify the Office of Postdoctoral Affairs. After reviewing the determination and in consultation with HR and any other appropriate office, the process for similar conduct violations will be followed.
  - e. Community Member/Third-Part/Affiliate/Non-Affiliate/Campus Visitor - If the Title IX Investigator determines that a third-party, visitor, affiliate, community member or non-affiliate (i.e. an individual not affiliated with UAB) violated the Title IX policy, the Title IX Investigator will notify the relevant Vice President. After reviewing the determination and in consultation with any other appropriate office, sanctions will be determined.
5. Human Resources Investigation – All investigations and/or disciplinary proceedings will be conducted by University officials who are adequately trained on the issues related to these situations. The complainant and the respondent will not be permitted to directly question each other and are not required to be present together at any point during the process. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present. The accuser, the accused, and the appropriate officials are given timely and equal access to information that will be used during informal and formal disciplinary meetings and hearings.
6. Notification of Final Results – the accuser and the accused will be notified simultaneously, in writing, of any initial, interim and final results of any disciplinary proceeding; and where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

**4. Anticipated Timelines**

The University will seek to resolve every report of sexual misconduct within sixty (60) calendar days of the start of an Investigation, not counting any appeals. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. More specific timelines can

be found in the above section (Steps in the Disciplinary Process).

## **5. Decision-Making Process**

After review of the Investigative Report, the Dean (with the approval of the Provost), Provost, or relevant Vice President or Supervisor, after consultation with HR or any other appropriate office, will, if a violation of the Title IX policy has been found, make a final determination as to the appropriate disciplinary sanction for the respondent's violation of the Title IX Policy.

## **6. Standard of Evidence**

Preponderance of the Evidence

## **7. Possible Sanctions**

Appropriate sanctions will be based on such factors as severity, frequency, and degree of deviation from expectations in the Title IX Policy. Possible sanctions may include, but are not limited to, no contact order, verbal counseling, written counseling or warning, official reprimand, mandatory counseling, mandatory attendance at the Employee Assistance Program, educational assignment, fines, restitution, paid or unpaid administrative leave, reassignment of responsibilities, ineligibility to receive raise or promotion, suspension of annual merit increase, decrease in salary, suspension, demotion, transfer, termination of employment, campus ban/no trespass warning from UABPD, prohibition on further employment at the University, loss of University benefits for retirees, and referral to proper law enforcement authorities for prosecution.

The Title IX Coordinator will inform the Complainant that appropriate corrective action has been taken, but cannot reveal the specifics of the action if it is a confidential personnel action.

## **8. Range of Protective Measures Available to a Victim Alleging Misconduct**

Interim measures are available upon receipt of a report of Prohibited Conduct and prior to the resolution of a complaint, as appropriate. The Title IX Coordinator will work with the appropriate office(s) to ensure that any necessary interim measures are promptly provided. Examples of interim protective measures include, but are not limited to: imposing a no contact order on the Respondent; residence hall room change for one or more involved parties; changes in academic or work schedules or assignments for one or both parties; and interim suspension or imposed probation of the Respondent.

## **UNIVERSITY-INITIATED PROTECTIVE MEASURES**

In addition to those protective measures previously described, the Title IX Coordinator or their designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: a University order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the University.

## **STUDENT RIGHTS IN THE STUDENT CONDUCT PROCESS (DUE PROCESS)**

In all University conduct proceedings under the Student Conduct Code, students have the following rights to confidentiality and due process.

1. Right to Confidentiality - The University of Alabama at Birmingham complies with all principles of privacy described in the Family Educational Rights and Privacy Act (FERPA). As such, a student involved in a University conduct proceeding has the following rights related to privacy and confidentiality:
  - a. All conduct proceedings are closed to the public.
  - b. The University, except as required by law, will not disclose information to anyone not connected with

the proceeding. The fact that there is or has been a conduct proceeding concerning the incident may be disclosed; however, the identity(ies) of individual students involved in the proceedings will not be disclosed.

- c. The University, including individuals involved in a conduct proceeding, will disclose the results of the proceeding, including sanctions imposed, only to those who need to know for purposes of record keeping, enforcement of the sanctions, further proceedings, eligibility for participation in certain University activities, or compliance with federal or state laws. The fact that a conduct proceeding has been concluded and appropriate action has been taken may be disclosed.

## 2. Rights to Due Process

- a. Responding Party: A student or student organization accused of violating the Student Conduct Code (the “responding party”) has certain rights. These include the right to:
  - i. Be advised that a complaint is being investigated and the nature of the complaint
  - ii. Be advised of the charges under the Student Conduct Code that are being filed
  - iii. Submit a written account relating to the alleged incident and/or charges
  - iv. Have a person of choice, including an attorney, present throughout any meeting(s) related to the conduct proceeding
  - v. Know the identity of individuals who will be present at meetings or hearings related to the proceeding
  - vi. Present relevant evidence and/or witnesses
  - vii. Review any evidence reasonably likely to be used in the proceeding
  - viii. Hear and question any witnesses who participate in the proceeding
  - ix. Have a reasonable period of time to prepare for a hearing
  - x. Request a delay of a hearing for exceptional circumstances
  - xi. Decline to make statements against themselves
  - xii. Timely adjudication and resolution of the case
  - xiii. To receive appropriate support from the University, including counseling services
  - xiv. The right to appeal, as outlined in the Conduct Procedures
- b. Reporting Party: A student who brings a complaint against another student under the Student Conduct Code (the “reporting party”) also has certain rights. These include the right to:
  - i. Meet with the designated administrative official to discuss the conduct process
  - ii. Submit a written account of the incident and a statement describing the effect of the alleged misconduct
  - iii. Have a person of choice, including an attorney, present throughout any and all of the proceedings
  - iv. Be informed of the date, time, and location of any meetings related to the conduct proceedings
  - v. Be informed immediately of the outcome of each step of the conduct proceeding in accordance with FERPA
  - vi. To receive appropriate support from the University, including counseling services

See the entire Student Conduct Policy at <http://www.uab.edu/policies/content/Pages/UAB-UC-POL-0000781.aspx>.

## **NOTIFICATION TO VICTIMS OF CRIMES OF VIOLENCE**

The University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

## **FEDERAL CAMPUS SEX CRIMES PREVENTION ACT**

The Federal Campus Sex Crimes Prevention Act, (section 1601 of Public Law 106-386) enacted on October 28, 2000, went into effect October 28, 2002. It is a law that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, or those working or volunteering on campus. The law requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already registered in a State to provide notice to the appropriate state agency, as required under state law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student. Information on registered sex offenders can be obtained on the Alabama Law Enforcement Agency's website: <http://dps.alabama.gov/Home/Default.aspx>, located under the Sexual Offenders link.

## **SEX OFFENDER REGISTRATION**

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also mandates sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

In Alabama, convicted sex offenders must register with the sheriff of the county of his or her legal residence. Information on Registered Sex Offenders can be obtained at the UAB Police Department or on the Alabama Law Enforcement Agency's website: <http://dps.alabama.gov/Home/Default.aspx>, located under the Sexual Offenders link.

## **DISTRIBUTION OF TIMELY WARNINGS**

The department distributes timely warnings via the University's B-ALERT emergency notification system to communicate through voice calls, SMS text messages and emails to the entire campus all at the same time. B-ALERT also integrates with Facebook and Twitter. Timely Warnings are issued to alert the University community to certain crimes in a manner that is timely and will aid in the prevention of similar crimes. Once the University determines that an alert will be issued, the Information Technology Department e-mails the announcement and the police department posts it on its website at [uab.edu/police](http://uab.edu/police). The department may also post alerts on bulletin boards throughout campus and send "Be On the Look Out" (BOLO) to local law enforcement agencies.

## **DAILY CRIME LOG**

The UAB Police Department maintains a Daily Crime Log that records, by the date the incident was reported, all crimes, and other serious incidents that occur on campus, in a non-campus building or property, on public property, or within the department's patrol jurisdiction. It is our policy to prepare an annual disclosure of crime statistics via our Annual Security and Fire Safety Report, our Daily Crime Log and on our department's website. The Daily Crime Log is available for public inspection at the department's headquarters. The Daily Crime Log includes the nature, date, time, and general location of each crime reported to the department, as well as the disposition of the complaint if this information is known at the time the log is created. The department posts specific incidents in the Daily Crime Log within two business days of receiving a report of an incident and reserves the right to exclude reports from the log in certain circumstances.

## EMERGENCY PREPAREDNESS, RESPONSE, AND EVACUATION PROCEDURES

The University of Alabama at Birmingham has long recognized the need to be prepared for critical incidents. Under the guidance of the University Safety Committee, various department and offices work together to ensure the University is doing all it can to prepare for, prevent, respond to, and recover from emergencies. In conjunction with local first responders, such as the Birmingham Police Department and Birmingham Fire and Rescue, the University is well prepared to respond to a full range of critical incidents.

The Office of Occupational Health and Safety (OH&S) and the University Police Department work together to ensure our emergency protocols and plans are updated, as needed, and are applicable as new risks are identified. The University's emergency planning website, located at [www.uab.edu/emergency](http://www.uab.edu/emergency), not only contains important information about what to do during an emergency, but it also outlines the various initiatives underway to enhance preparedness. One such initiative is the University of Alabama at Birmingham Emergency Notification System. This system is used to send text messages to cell phones and pagers when urgent information needs to be communicated quickly to the University community.

Upon immediate confirmation by the University Police Department or other University administrators (President, President's Cabinet, and Emergency Management) that an emergency incident has occurred on campus, the University will immediately issue an emergency notification to the campus community via the University's B-ALERT emergency notification system to communicate through voice calls, SMS text messages and emails to the entire campus all at the same time. Face-to-face communication might be utilized as well, if appropriate. B-ALERT also integrates with Facebook and Twitter. However, if issuing a notification, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency, the University may decide not to issue the notification immediately. Appropriate University administrators (University Police, or President, President's Cabinet, or Emergency Management) will determine the necessary segment or segments of the campus community to receive an emergency notification(s): such as the entire campus community, or the affected residence hall or halls, or the affected campus building or buildings, or the affected hospital(s); determine the content of the notification, such as the University Police Department will determine how much information is appropriate to disseminate at different points in time to the entire campus community, or the affected area(s); part of this information may tell the residents, students, and/or employees to shelter in place or to tell commuter students and employees to stay away from campus; and initiate the notification system. The UAB administrators responsible for carrying out the above actions are as follows: The President, The President's Cabinet, the University Police Department, and Emergency Management.

The larger community is highly encouraged to go to the University's emergency planning website, located at [uab.edu/emergency](http://uab.edu/emergency), to obtain emergency information. UAB will test (announced or unannounced) the emergency notification system on an annual basis and publicize its emergency response and evacuation procedures in conjunction with its annual test per calendar year. UAB will document each annual test, including a description of the exercise, the date, time, and whether it was announced or unannounced.



## CRIMINAL INCIDENTS ON CAMPUS

The University Police prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our website at [uab.edu/police](http://uab.edu/police). This report is prepared in cooperation with the local law enforcement agencies surrounding our campus, Student Housing and Residential Life, the Office of Student Conduct, and the Office of Financial Affairs and Administration. Each entity provides updated information on their educational efforts and programs to comply with the Act.

Campus crime, arrest and referral statistics include those reported to the UAB Police, designated campus officials (including but not limited to directors, deans, department heads, student conduct, advisors to students/student organizations, athletic coaches), and local law enforcement agencies.

Each year, an email link is made available via the Kaleidoscope, GreenMail, eReporter, undergraduate and graduate admissions, and human resources management in reference to the website to access the Annual Security & Fire Safety Report. Copies of the report may also be obtained at the University Police Department Headquarters located at 1117 14th Street South Birmingham, AL or by calling 205-934-4649.

## UNFOUNDED CRIMINAL INCIDENTS

“Unfounded” means that an investigation has shown that the incident or offense did not occur. An offense or incident cannot be “unfounded” just because stolen property was recovered and/or the victim refuses to prosecute, or an arrest was not made.

## CRIME STATISTICS (on page 48)

Major crimes reported to the UAB Police Department for January through December of the most recent three-year period are listed in the following chart. UAB Police Incident Reports are subject to Alabama’s Uniform Crime Reporting Program and the Alabama Open Records Act. The Code of Alabama (Section 36-12-40) states that every citizen has a right to inspect and take a copy of any public writing of this state, except as otherwise expressly provided by statute. Disciplinary referrals for violations of the Student Code of Conduct, which may include some criminal offenses specified for this report, are sometimes made directly to the Office of Student Conduct by individuals or campus organizations other than the UAB Police.

Note: Any incidents that may have been reported only to pastoral and professional counselors of the University are generally protected by privacy rights of the client or patient and are not included in any of the following statistics, nor for any timely warning notifications to the campus.

## ADDITIONAL SOURCE OF STATISTICAL INFORMATION

UABPD has developed, and periodically reviews, procedures to include in reported crime statistics and for the purpose of making timely crime alerts, reports of required crimes made to campus security authorities. Campus Security Authorities (CSAs) at UAB include employees of the UABPD; other individuals and third party vendors who are responsible for campus security; the University’s Title IX Coordinator; Title IX Investigator; designated harassment resource persons; and any officials of the University who have significant responsibility for student and campus activities. A Clery Incident Reporting Form (<https://uab.edu/police/report-a-crime/campus-security-authority-incident-report-form>) is available to CSAs to assist in the collection of crime statistics. Although all CSAs are required to report crimes for inclusion in the statistics, UABPD regularly collects crime statistics data from the following CSAs either directly or indirectly through a centralized reporting channel: the Office of the Vice President for Student Affairs, Office of Student Conduct, Athletics, the Office of Residential Life, and Study Abroad.

## IMPORTANT DEFINITIONS

Crimes reported for the University of Alabama at Birmingham are classified as being on or off campus by using the following boundaries. For the purposes of classifying the reported crimes, the following definitions apply:

**Campus:** (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

**Non-campus building or property:** (1) Any building or property owned or controlled by a student organization that is officially recognized by the Institution; or (2) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the Institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

**Public property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

**UAB POLICE DEPARTMENT CRIME STATISTICS  
CRIME STATISTICS MANDATED BY THE JEANNE CLERY ACT**

CRIMINAL INCIDENTS	ON CAMPUS			* STUDENT HOUSING			PUBLIC PROPERTY			NON CAMPUS			UNFOUNDED		
	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016
AGGRAVATED ASSAULT	2	3	3	0	0	0	0	1	0	1	2	1	0	0	0
ARSON	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	6	3	4	1	0	1	0	0	0	1	0	0	0	0	0
FONDLING	4	2	1	2	0	1	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	7	12	7	0	0	0	1	1	3	1	0	0	0	0	0
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	7	2	6	2	1	3	0	0	0	2	0	0	0	0	0
ROBBERY	2	1	3	0	0	1	1	1	4	3	1	0	0	0	0
STATUTORY RAPE	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
<b>VIOLENCE AGAINST WOMEN ACT (VAWA)</b>															
DATING VIOLENCE	10	15	11	0	3	2	0	2	3	2	2	0	0	0	0
DOMESTIC VIOLENCE	11	14	16	0	0	0	0	0	0	1	2	0	0	0	1
STALKING	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0
<b>ARRESTS</b>															
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DRUG ABUSE VIOLATIONS	29	27	16	3	2	3	10	18	5	2	0	0	0	0	0
WEAPONS: CARRYING, POSSESSING, ETC.	0	5	0	0	1	0	2	2	3	0	0	0	0	0	0
<b>DISCIPLINARY ACTIONS/JUDICIAL REFERRALS</b>															
LIQUOR LAW VIOLATIONS	79	115	93	79	113	86	0	0	0	0	0	0	0	0	0
DRUG ABUSE VIOLATIONS	22	23	32	22	21	29	0	0	0	0	0	0	0	0	0
WEAPONS: CARRYING, POSSESSING, ETC.	0	0	3	0	0	2	0	0	0	0	0	0	0	0	0
REGISTERED SEX OFFENDERS IN UAB CAMPUS VICINITY **															

\* Student Housing (Residential Facilities) are a subsection of On-Campus totals

\*\*Information on Registered Sex Offenders can be obtained at the UAB Police Department or on the Alabama Law Enforcement Agency's Website (<http://dps.alabama.gov/Home/Default.aspx>) located under the Sexual Offender Link



**UAB POLICE DEPARTMENT CRIME STATISTICS**  
**CRIME STATISTICS MANDATED BY THE JEANNE CLERY ACT**  
**HATE CRIMES**

CRIMINAL INCIDENTS	ON CAMPUS			CAMPUS HOUSING			PUBLIC PROPERTY			NON CAMPUS			UNFOUNDED		
	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016
AGGRAVATED ASSAULT	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DAMAGE/VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY-THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Hate Crimes** - A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. The categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

The City of Birmingham  
2014-2016 Offenses Reported  
UAB Area\*

Crime Incidents	2014	2015	2016	UNFOUNDED		
				2014	2015	2016
ARSON	0	0	0	0	-	-
AGGRAVATED ASSAULT	34	43	55	0	-	-
BURGLARY	88	74	68	3	-	-
DATING VIOLENCE	0	0	0	0	-	-
DOMESTIC VIOLENCE	92	142	135	0	-	0
FONDLING	1	0	0	0	-	-
INCEST	0	0	0	0	-	-
MOTOR VEHICLE THEFT	57	67	61	15	-	-
MURDER/NON-NEGLIGENT MANSLAUGHTER	1	0	1	0	-	-
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0	-	-
RAPE	9	10	9	0	-	-
ROBBERY	60	57	42	1	-	-
STALKING	2	0	1	0	-	0
STATUTORY RAPE	0	0	0	0	-	-
<b>Arrest</b>						
LIQUOR LAW VIOLATIONS	0	0	0	0	-	-
DRUG ABUSE VIOLATIONS	59	59	86	0	-	-
WEAPONS: CARRYING, POSSESSING, ETC.	13	5	17	0	-	-

-The Birmingham Police Department was unable to provide these statistics.

## DEFINITIONS OF REPORTABLE CRIMES

**Aggravated Assault** – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

**Arson** – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Burglary** – The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; house-breaking; safecracking; and all attempts to commit any of the aforementioned.

**Domestic Violence** – A felony or misdemeanor crime of violence committed by:

- a current or former spouse or intimate partner of the victim,
- by a person with whom the victim shares a child in common,
- by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; or
- by a person similarly situated to a spouse of the victim under the domestic violence or family violence laws of the jurisdiction in which the crime of violence occurred; or
- by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Dating Violence** - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (1) The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. (2) For the purpose of this definition- (i) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (ii) Dating violence does not include acts covered under the definition of domestic violence. (3) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Criminal Homicide—Murder and Nonnegligent Manslaughter** – The willful (nonnegligent) killing of one human being by another.

**Motor Vehicle Theft** – The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

**Criminal Homicide—Manslaughter by Negligence** – The killing of another person through gross negligence.

**Robbery** – The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Sex offenses** - Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

**Sexual Assault** – An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."

**Rape** – The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

**Fondling** - The touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

**Statutory Rape** – Nonforcible sexual intercourse with a person who is under the statutory age of consent.

**Incest** – Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Stalking** – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to – a) fear for his or her safety or the safety of others; or b) suffer substantial emotional distress.

## **OTHER OFFENSES**

**Intimidation** – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Larceny** – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

**Simple Assault** – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

**Destruction/Damage/Vandalism** – To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

**Liquor law violations** – The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

**Drug abuse violations** – The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

**Weapons: Carrying, Possessing, Etc.** – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

## **ALCOHOL AND DRUG USE AND ABUSE**

### **Alcoholic Beverages**

The University has established policies and guidelines governing the possession, sale, and consumption of alcoholic beverages on the campus. A copy of the Student Alcohol Policy may be obtained through Student Affairs. A copy of the Policy on The Use and Consumption of Alcoholic Beverages may be obtained from the Office of Human Resources, Campus Drug Policy Coordinator. Any use of alcoholic beverages on campus must be in compliance with the Alabama law prohibiting the use of alcohol by persons under the age of 21. Students of legal drinking age in Alabama may possess and consume alcoholic beverages in their private residence. See the entire Use and Consumption of Alcoholic Beverages Policy at <http://www.uab.edu/policies/content/Pages/UAB-AD-POL-0000071.aspx>. See the entire Student Conduct Policy at <http://www.uab.edu/policies/content/Pages/UAB-UC-POL-0000781.aspx>.

### **Illegal Drugs**

University regulations prohibit the possession or use, without a valid prescription, of any substance currently classified as a dangerous drug by the Alabama Controlled Substance Act. Any individual breaking the law will be subject to disciplinary action and arrest. See the entire Student Conduct Policy at <http://www.uab.edu/policies/content/Pages/UAB-UC-POL-0000781.aspx>.

## **Substance Abuse Education**

UAB is committed to maintaining a campus free of drug and alcohol abuse and assisting all employees and students in finding ways to address these problems. Educational programs addressing these issues are supported and encouraged through a variety of departments. Anyone aware of problems with roommates, friends, or coworkers is encouraged to contact the appropriate office for help.

## **Substance Abuse Assistance**

For students with substance abuse problems, assistance is available through the UAB Student Health and Wellness Center. The Student Health and Wellness Center has experienced professional counselors and psychologists to assist students in need. Students are scheduled for individual appointments, and all information is kept strictly confidential. They have a full-time substance abuse prevention coordinator and trained student peer educators available to provide information individually or in-group settings. The Student Health and Wellness Center is located at 1714 9<sup>th</sup> Avenue South, Birmingham, AL 35294. For more information, students are encouraged to contact one of the following numbers:

1. Student Health and Wellness Center (205) 934-3581
2. Student Health and Wellness Counseling Services at (205) 934-5816

UAB faculty and staff may obtain assistance through the Office of Human Resources Employee Assistance Program at (205) 934-2281. Alcohol and drug assistance programs are available, including referral to community agencies. Counseling and referral services are provided by appointment, and all information is confidential. The Employee Assistance Program also offers training and educational programs regarding drug and alcohol awareness. Please refer to the University's Drug-Free Workplace Policy for additional information <http://www.uab.edu/policies/content/Pages/UAB-AD-POL-0000047.aspx>. The Employee Assistance Program has two locations, 2112 11<sup>th</sup> Avenue South, Birmingham, AL 35205, and at Employee Health North in the Russell Clinic 1813 6<sup>th</sup> Avenue South 3280, Birmingham, AL 35233.

## **HOW TO BE AN ACTIVE BYSTANDER**

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it." We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found at <http://www.nsvrc.org/bystander-intervention-online-learning-opportunities>. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

## **RISK REDUCTION**

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, [www.rainn.org](http://www.rainn.org))

- **Know your resources.** Who should you contact if you or a friend needs help? Where should you go? Locate resources such as the campus health center, campus police station, and a local sexual assault service provider.

Notice where emergency phones are located on campus, and program the campus security number into your cell phone for easy access.

- **Stay alert.** When you're moving around on campus or in the surrounding neighborhood, be aware of your surroundings. Consider inviting a friend to join you or asking campus security for an escort. If you're alone, only use headphones in one ear to stay aware of your surroundings.
- **Be careful about posting your location.** Many social media sites, like Facebook and Twitter, use geolocation to share your location publicly. Consider disabling this function and reviewing other social media settings.
- **Make others earn your trust.** A college environment can foster a false sense of security. They may feel like fast friends, but give people time to earn your trust before relying on them.
- **Think about Plan B.** Spend some time thinking about backup plans for potentially sticky situations. If your phone dies, do you have a few numbers memorized to get help? Do you have emergency cash in case you can't use a credit card? Do you have the address to your dorm or college memorized? If you drive, is there a spare key hidden, gas in your car, and a set of jumper cables?
- **Be secure.** Lock your door and windows when you're asleep and when you leave the room. If people constantly prop open the main door to the dorm or apartment, tell security or a trusted authority figure.

### Safety in social settings

- **Make a plan.** If you're going to a party, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with the other people in your group. Don't leave someone stranded in an unfamiliar or unsafe situation.
- **Protect your drink.** Don't leave your drink unattended, and watch out for your friends' drinks if you can. If you go to the bathroom or step outside, take the drink with you or toss it out. Drink from unopened containers or drinks you watched being made and poured. It's not always possible to know if something has been added to someone's drink. In a drug-facilitated sexual assault, a perpetrator could use a substance that has no color, taste, or odor.
- **Know your limits.** Keep track of how many drinks you've had, and be aware of your friends' behavior. If one of you feels extremely tired or more drunk than you should, you may have been drugged. Leave the party or situation and find help immediately.
- **It's okay to lie.** If you want to exit a situation immediately and are concerned about frightening or upsetting someone, it's okay to lie. You are never obligated to remain in a situation that makes you feel uncomfortable, pressured, or threatened. You can also lie to help a friend leave a situation that you think may be dangerous. Some excuses you could use are needing to take care of another friend or family member, an urgent phone call, not feeling well, and having to be somewhere else by a certain time.
- **Be a good friend.** Trust your instincts. If you notice something that doesn't feel right, it probably isn't. Learn more about how to keep your friends safe in social settings.
- **If you suspect you or a friend has been drugged, contact law enforcement immediately. UAB Police Department can be reached at (205) 934-3535 (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

### ADDITIONAL SAFETY TIPS

- Be alert. Watch for obvious strangers around your office, your home, or apartment. Check for signs of a break-in before entering an empty house, office, or car. Call the police if you see signs of forced entry to a building or a car.
- Call the police if you are experiencing any minor theft problems over a period of time.
- Involve your associates. If you are expecting a delivery or a guest in your absence, leave your keys with a neighbor or a coworker. Let your office staff and neighbors know when you will be away from home and ask them to challenge

strangers in the area.

- Maintain a record of serial numbers of your property and of identification and credit cards. Include a brief description with each and keep this information in a safe place.
- Report any crime or suspicious activity to the police. Be prepared to supply as much information as possible, such as descriptions of people, property, and cars.
- Post the number for the UAB Police Department (205) 934-3535, and your local police and fire departments, near your phone at work and at home.
- If you need to contact the Police while on campus, use one of the HELP phones located in key areas around campus. Take a few minutes now to review the Help Phone Map (see page 58) to locate and identify HELP phones in those areas where you park, work, walk or play. Simply lifting the receiver or pushing the red button of one of these green and yellow phones will put you through to the UAB Police Dispatcher immediately.
- If you would like additional information on crime prevention or wish to discuss a problem that may be crime related, contact the UAB Police Department at (205) 934-4434. Help prevent crime and help to have a safe home, study, and work environment. Victims needing counseling for psychological or physical reasons may contact one of the following on-campus and off-campus offices for further information:
  - a. Student Health and Wellness Center (205) 934-3581
  - b. Student Health and Wellness Counseling Services at (205) 934-5816
  - c. Gateway Family Services (205) 510-2600
  - d. Family Violence: (205) 322-4878
  - e. Crisis Center (205) 323-7777
  - f. Rape Response: (205) 323-7273
  - g. Oasis Counseling Center: (205) 933-0338

# Fire Safety Report





## **Important Definitions**

**Fire:** Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

**Cause of fire:** The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

**Fire drill:** A supervised practice of a mandatory evacuation of a building for a fire.

**Fire-related injury:** Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting a rescue, or escaping from the dangers of the fire. The term person may include students, faculty, staff, visitors, firefighters, or any other individuals.

**Fire-related death:** Any instance in which a person

(1) Is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or

(2) Dies within one year of injuries sustained as a result of the fire.

**Fire safety system:** Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This system includes sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as alarms, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

**Value of Property Damage:** The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

## **Residence halls fire prevention information**

**Smoke detectors and sprinkler systems.** All residence halls have smoke detectors and sprinkler systems installed and a Fire Alarm Control Panel. There are smoke detectors in each student room as well as in common areas. These are connected to the central alarm system, which, in turn, is connected to the UAB Police Department.

**Fire Safety Equipment:** All suites/apartments are equipped with smoke detectors. Each floor in each residence hall is equipped with fire extinguishers. Fire alarm pull stations are located on each corridor of each hall. Tampering with fire safety equipment or setting off a false alarm is against the law. It also will make the system ineffective and endanger the lives of other residents. Any person, who sets off a false alarm, interferes with the operation of the alarm system, damages or removes any part of the alarm system, fire extinguishers, smoke detectors, or exit signs are subject to severe disciplinary action, including dismissal from the residence halls, possible suspension from the University, and/or criminal prosecution. If a smoke detector is detached from the wall for any reason, it is the responsibility of the resident to report it immediately. If not reported, all residents will be held responsible for tampering with fire safety equipment and will be disciplined and/or fined.

**Fire safety education:** To comply with state and local fire regulations and for fire safety education, unannounced fire drills are conducted every semester. All persons inside the residence hall during emergency drills are required to evacuate the building. Failure to evacuate the residence hall for any reason, including sleeping through an alarm, may result in disciplinary action.

**Fire evacuation procedures:** In the event of a fire, all residence hall buildings will be evacuated to protect the health and safety of the residents, guests, and visitors. When an alarm is sounded, you must assume there is an emergency, and you must follow the following steps.

(1) REMAIN CALM.

(2) Evacuate by the nearest safety exit stairway.

(3) DO NOT USE ELEVATORS. Elevators will either automatically return to the first floor, or the UAB Police will return them

to the first floor.

(4) Residents who cannot traverse stairs should exit through the main entrance if they are on that floor. If on a higher floor, these residents should report to the nearest stairwell and wait safely inside. Emergency personnel or Student Housing and Residence Life staff will help residents and guests waiting in the stairwell.

(5) After departing the hall, proceed directly to the designated assembly point away from the building. Do not leave the assembly area until told to do so by a responsible official. A suitable emergency shelter will be provided as soon as possible.

(6) Return to the hall ONLY when told by the Birmingham Fire Department Officials, UAB Police, or a Student Housing and Residential Life staff member.

### ***Fire safety regulations***

It is essential that residents observe the following fire safety regulations:

1. Do not leave appliances unattended while in use.
2. Do not overload electrical circuits.
3. No open flames (candles, incense, kerosene lamps, etc.) or any incendiary devices are permitted in residence hall rooms/suites/apartments.
4. The storage or use of flammable liquid or substances is prohibited.
5. Fireworks are not permitted.
6. Electrical appliances (toaster ovens and deep fryers) with exposed heating elements are prohibited. All appliances must be UL approved.
7. The use of multi-outlet plugs is prohibited, except for those with built-in circuit breakers.
8. Motorcycles, motor scooters, and other internal combustion engines are not permitted inside or adjacent to the buildings. Consult the UAB Department of Transportation Services for approved parking areas.
9. Bicycles may not be kept in hallways/stairwells, attached to fire equipment, or placed in any manner that interferes with an exit from the building.
10. Smoking is prohibited in all University buildings, including residence hall balconies.
11. In the event of a grease or food fire on top of the stove eye, do not attempt to lift or move the container. Instead, turn off the stove eye and cover the pot with a metal lid. If the container is inside the oven, turn the oven off and leave the oven door closed.
12. Halogen lamps and medusa lamps are not permitted in the Residence Halls.
13. Hanging anything from the ceiling and/or balcony is not permitted. This includes, but is not limited to: hanging lights, string lights, and hanging baskets.
14. String hanging lights are not permitted outside apartments/suites, including balconies.
15. Fog machines are not permitted in the residence halls. This includes using fog machines for decorative purposes.
16. Any use of portable space heaters must be approved by the Office of Student Housing and Residence Life.

### ***Reporting a fire***

To report a fire, students, and employees should contact the UAB Police, Birmingham Fire Department, or a Student Housing and Residential Life Staff member.

## Fire Log

The UAB Police Department maintains a Fire Log that records, by the date the incident that was reported, all fires that occur in an on-campus housing facility. The Fire Log is available for public inspection at the department's headquarters. The Fire log includes the nature, date, time, cause, and general location of each fire reported to the department. The department posts fire incidents on the Fire Log within two business days of receiving a report of a fire and reserves the right to exclude reports from the log in certain circumstances.

**The following chart indicated the 2016 Annual Fire Statistics for our on-campus residence facilities:**

### University of Alabama at Birmingham 2016 Matrix

University Residential Facilities	Total Fires in Each Building	Fire Number	Report Date	Report Time	Incident Date	Incident Time	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Blazer	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Blount	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Camp	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Denman	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NFR	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rast	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**The following matrix depicts the UAB Fire Safety System for our campus residence facilities:**

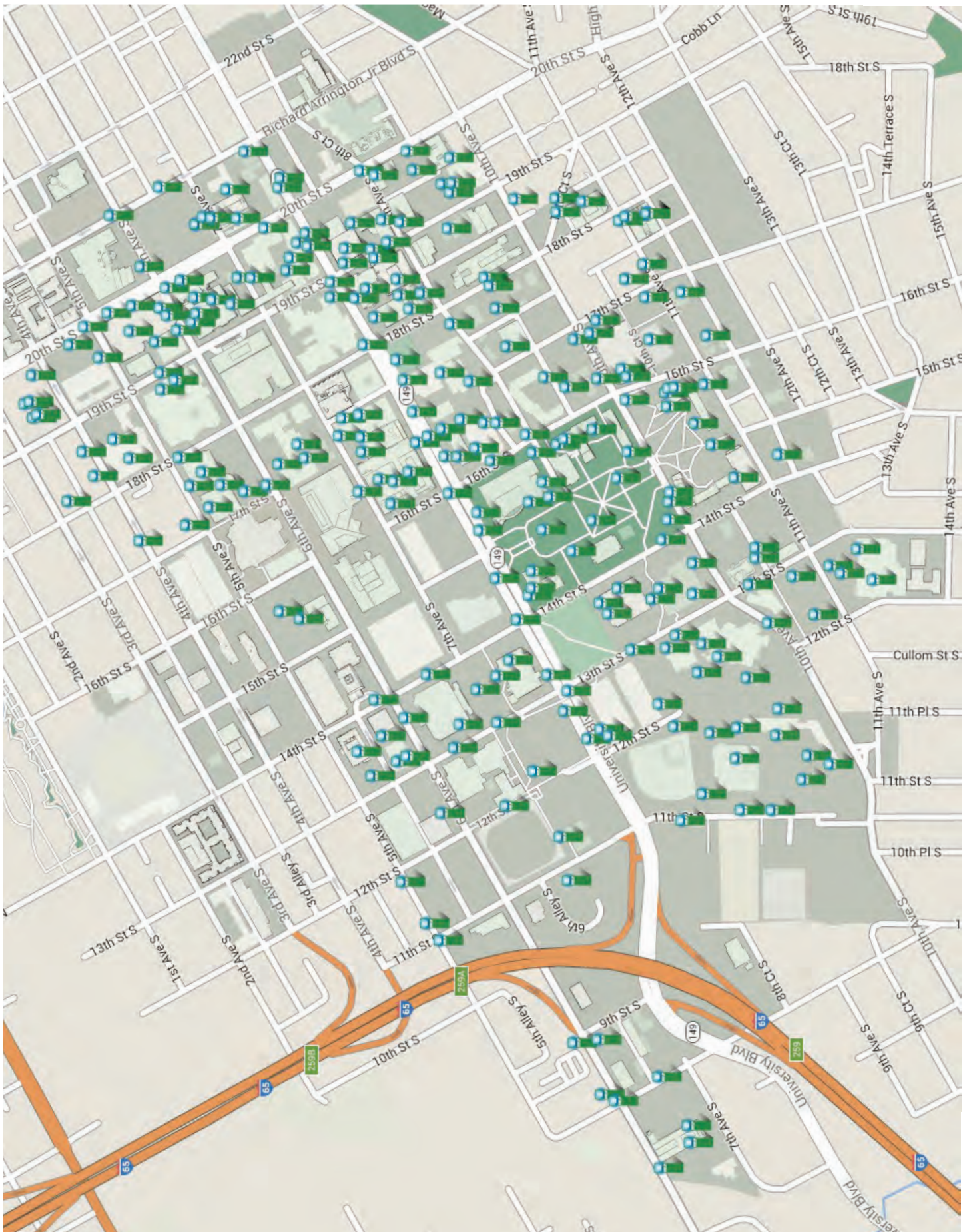
### University of Alabama at Birmingham 2016 Matrix

University Residential Facilities	Fire Alarm Monitoring Done on Site (UAB-PD)	Partial 1 Sprinkler System	Full 2 Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans Placards	Number of Evacuations (fire) drills each academic year 2014	Number of Evacuations (fire) drills each academic year 2015	Number of Evacuations (fire) drills each academic year 2016
Blazer	X		X	X	X	X	2	2	2
Blount	X		X	X	X	X	2	2	2
Camp	X		X	X	X	X	2	2	2
Denman	X		X	X	X	X	2	2	2
NFR	X		X	X	X	X	2	2	2
Rast	X		X	X	X	X	2	2	2

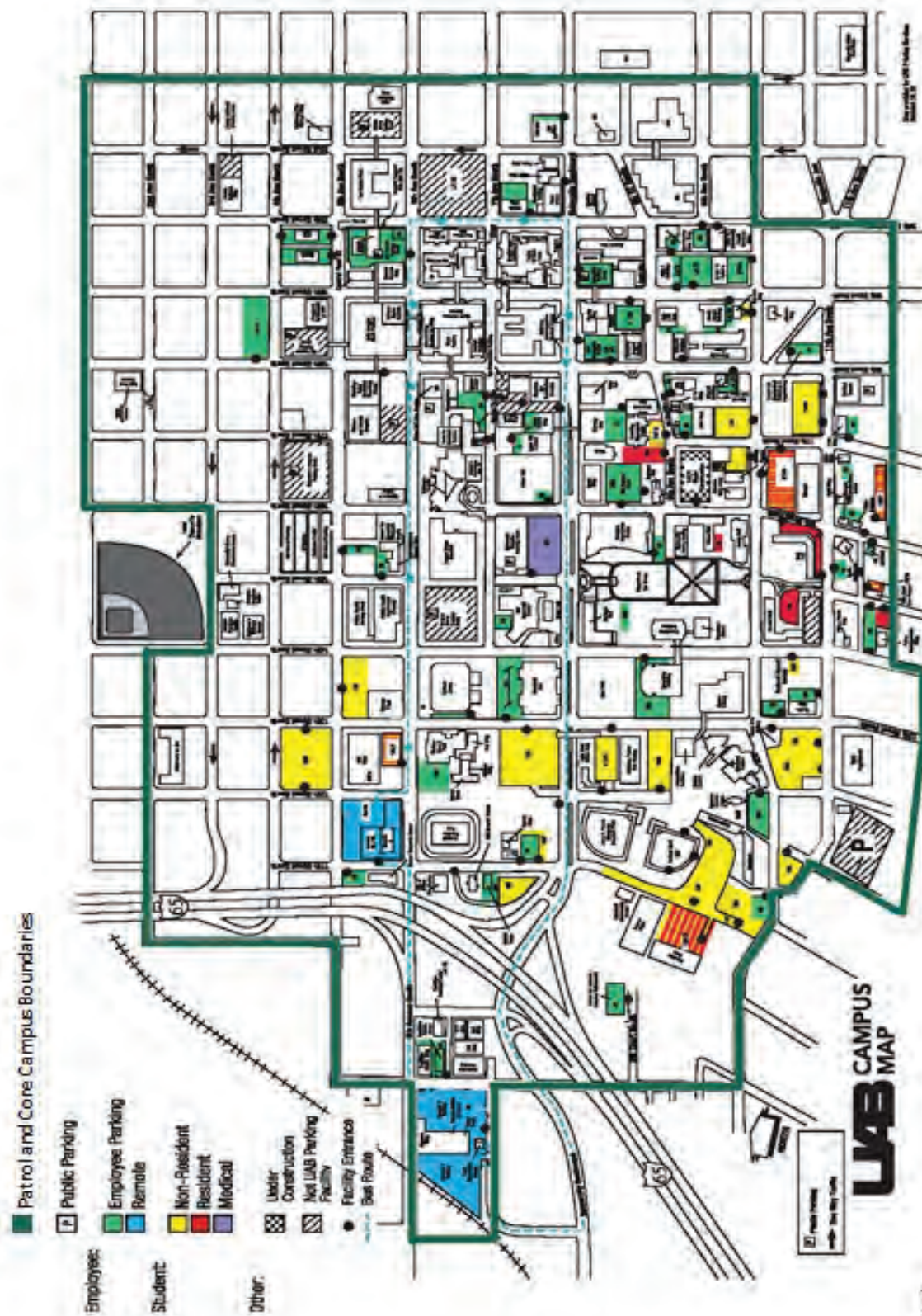
1. Partial Sprinkler System is defined as having sprinklers in the common areas only.

2. Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.

# UAB HELP PHONE MAP



# CAMPUS MAP WITH PATROL AND CORE CAMPUS BOUNDARIES





## **CAMPUS POLICE PHONE NUMBERS**

1117 14th Street South, Birmingham, Alabama 35205  
Fire, Injuries, Accidents, and Other Police Information 24 hours per day  
**(205) 934-3535**

Crime Prevention Mon.-Fri., 7:30 a.m. - 4:30 p.m. (205) 934-2409

Lost and Found/ Records Mon.-Fri., 8:00 a.m. - 4:30 p.m. (205) 934-4649

Criminal Investigation Division Mon.-Fri., 8:00 a.m. - 4:30 p.m. (205) 934-6860

Patrol Operations Mon.-Fri., 8:00 a.m.-5:00 p.m. (205) 934-4434

Housing/Special Operations Mon.-Fri., 7:30 a.m.-4:30 p.m. (205) 934-3999

Hospital Precinct Division Mon.-Fri., 7:30 a.m.-4:30 p.m. (205) 934-8534

Office of Professional Standards Mon.-Fri., 8:00 a.m.-5:00 p.m. (205) 996-2247

You can contact the following departments for more information about the topics covered in this report.

- UAB Police (205) 934-4434
- Student Health and Wellness Counseling Services (205) 934-5816
- Office of Student Experience (205) 934-4175
- Student Housing and Residential Life (205) 934-2092
- Diversity Programs (205) 934-8020
- Financial Aid (205) 934-8223
- International Students (205) 934-1205
- Office of Human Resources Management (205) 934-4458
- Employee Assistance Program (205) 934-2281
- Parking & Transportation (205) 934-3513
- Student Escort Services: (205) 934-8772
- Health Services (205) 934-3580
- Commons on the Green (205) 996-6565
- UAB Recreation Center (205) 934-8224

View this publication online. Go to the **Crime Statistics** section of the UAB Police Department's website located at: [uab.edu/police](http://uab.edu/police).

