

## HOW CAN I HELP SOMEONE WHO HAS EXPERIENCED A TITLE IX RELATED INCIDENT?

Title IX incidents include: sexual harassment or sexual violence, such as rape, sexual assault, sexual coercion, stalking and domestic/intimate partner violence.

- **Start with believing.** It takes a lot of strength and courage to disclose. Remember that no one deserves to encounter sex discrimination/violence. Remind the person that the incident was not their fault, and that you believe them.
- **Use encouraging words.** When someone you care about tells you they've been in a Title IX related incident, it can be a lot to process. A supportive reaction can make all the difference, but that doesn't mean it comes easy. Encouraging words and phrases can avoid judgment and show support for the survivor.
- **Let the person make their own decisions.** You can provide information and options for the person who has experienced the incident, but always let the person make their own decisions. Many people feel a deep sense of disempowerment as a result of being violated. Instead of taking charge, ask how you can help.
- **Know your resources.** You're a great friend/supporter, but that doesn't mean you're equipped to manage someone else's health. Become familiar with resources available on campus and the community.
- **Know your reporting responsibilities.** It is important that individuals at the University know their reporting obligations. Most University employees must disclose incidents of sex discrimination to the Title IX Coordinator. Support Advocates are a confidential resource that can assist you in navigating the University system and making informed decisions regarding reporting options and medical treatment.

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## UNIVERSITY OF SOUTH ALABAMA TITLE IX

## WHAT IS TITLE IX?

Title IX prohibits sex discrimination in educational institutions that receive federal funding. Discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual coercion, stalking and domestic/intimate partner violence. While it is often thought of as a law that applies only to athletics programs, Title IX is much broader than Athletics and applies to all programs at the university. The University of South Alabama prohibits sex or gender-based harassment, discrimination or retaliation.

### Definitions:

**Dating Violence:** violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant.

**Domestic Violence:** includes acts of violence committed by a current or former spouse or intimate partner of a complainant, by a person with whom the complainant shares a child, by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner.

**Retaliation:** consists of materially adverse action taken against a person because the person made a good faith report of sexual misconduct or participated in the investigation of a formal complaint of sexual misconduct, such as by serving as a witness or support person.

**Sex Discrimination:** occurs when persons are excluded from any activity on the basis of their sex—including employment. Sex discrimination includes materially adverse treatment or action based on a person's biological sex, pregnancy status, gender, gender expression or sexual identity, and/or failure to conform to stereotypical notions of masculinity and femininity (so called "gender stereotyping").

**Sexual Assault:** any sexual act directed against another person, without the consent of the complainant, including instances where the complainant is incapable of giving consent.

**Sexual Harassment:** unwelcome conduct on the basis of sex that a reasonable person would find to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.

**Sexual Misconduct:** an umbrella term that includes sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation. Sexual misconduct does not depend on the gender, gender identity, gender expression, or sexual orientation of the alleged complainant and alleged perpetrator.

**Sexual Violence:** a particularly severe form of sexual harassment that, by its very nature, is likely to create a hostile environment. Sexual violence includes physical sexual acts perpetrated without consent or where a person is incapable of giving consent because of physical, mental, or legal incapacity.

**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 who may be targeted by virtue of their relationship with him/her; or (B) suffer substantial emotional distress.

**Consent:** conduct that a reasonable person would understand to indicate agreement to the sexual conduct at issue.

## University and Community RESOURCES

### ON-CAMPUS EMERGENCY:

**251-460-6312**

### OFF-CAMPUS EMERGENCY:

**Police 911**

### MEDICAL TREATMENT

**USA Children's and Women's Hospital  
Evaluation Center**

251-415-1144

**Student Health Center**

251-460-7151

### EMOTIONAL SUPPORT

**USA Advocate Program**

To get in contact with an advocate after hours;  
please contact 251-753-5440

For additional immediate assistance  
contact USA Police at 251-460-6312

**University Counseling and Wellness Center**  
251-460-7051

**Lifelines Rape Crisis Center of Mobile**  
251-473-7273

**Penelope House**  
251-342-8994

### POLICE AND LEGAL INFORMATION

**University Police Non-Emergency**  
251-460-6312

**Mobile Police Non-Emergency**  
251-434-7211

**District Attorney's Office**  
251-690-8400

**Alabama Crime Victims  
Compensation Commission:**  
800-541-9388

### UNIVERSITY/STUDENT AFFAIRS

**Title IX Coordinator**  
251-461-1538

**Dean of Students**  
251-460-6172



# If you are an individual reporting sexual discrimination including sexual harassment or sexual violence...

**GO TO A SAFE PLACE AS SOON AS POSSIBLE!**

**CONTACT UNIVERSITY POLICE** if the assault occurred on campus by calling **251-460-6312**. Contact the local police by calling **911** if the assault occurred off campus.

**TRY TO PRESERVE ALL PHYSICAL EVIDENCE.** Try not to bathe, use the restroom, rinse your mouth, or change clothing if it can be avoided. If it is necessary, put all clothing that was worn at the time of the attack into a paper bag, not a plastic one.

**GET MEDICAL ATTENTION.** Sometimes medical injuries are not immediately apparent. This is also to collect evidence in case you decide to press charges. USA Health Children's and Women's Hospital Evaluation Center has the evidence collection kits necessary used for criminal prosecution if you choose that option. The evidence collection kit can be completed even if you are not sure you want to pursue criminal prosecution.

**CONTACT SOMEONE YOU TRUST** such as a friend, family member, faculty member or Resident Advisor for support.

**TALK WITH A COUNSELOR** who will maintain confidentiality and help provide emotional support. On campus, you can call 251-460-7051 to reach Counseling and Testing Services (8:00-5:00pm). You can also contact Lifeline's Mobile Rape Crisis Center at 251-473-7273.

**EXPLORE UNIVERSITY AVENUES** including Title IX, the University student disciplinary system and University complaint resolutions procedures. Report on Title IX website to file a complaint. For more information visit [southalabama.edu/departments/studentaffairs/titlenine](https://southalabama.edu/departments/studentaffairs/titlenine).

## MEDICAL TREATMENT

It is important to seek immediate and follow-up medical attention after a Title IX related incident. Seeking medical attention allows for the assessment and treatment of any physical injuries you may have sustained and is helpful to determine risk for other illnesses, pregnancy, and other preventative measures. In addition, seeking medical treatment allows the gathering of evidence that could later aid in criminal prosecution.

### EVIDENCE COLLECTION

- It is recommended that USA students receive the exam at the USA Health Children's & Women's Hospital Evaluation Center. This emergency room follows national standards of care, rape exams, and evidence collection procedures.
- Evidence Collection Kit should be conducted as soon as possible following an assault to ensure that you are physically okay and to collect evidence that may be used in criminal proceedings.
- The exam is performed by a trained physician or gynecologist.
- You can request a support person of your choice to be present during the exam.

**NOTE:** If you seek medical treatment and are unsure of whether or not you want to file a police report, you can request a Jane Doe rape kit to preserve evidence.

### NON-EMERGENCY MEDICAL TREATMENT

Even if you do not have evidence collected at the hospital, it is still important to get medical attention. An exam will include treatment of any physical problems, any various lab tests for sexually transmitted diseases and pregnancy, and any post-assault injuries. USA Students can utilize the Student Health Center for this exam. **Student Health Center 251-460-7151 / Monday, Wednesday, and Friday 8:00 am- 5 pm / Tuesday and Thursday 9:00 am – 5pm.**

**NOTE:** If you indicate you have been sexually assaulted, you will receive priority scheduling over routine patients and you will not be charged for treatment during the visit. All calls are held in strict confidence.

## EMOTIONAL SUPPORT AND COUNSELING

The University of South Alabama offers emotional support, counseling, advocacy, and medical treatment to assist all those recovering from an incident of abuse. Resources are available to anyone regardless of when the abuse occurred.

### ON CAMPUS RESOURCES

#### ADVOCATE PROGRAM

Advocates are assigned by filing a report through the Title IX website. To get in contact with an advocate after hours; please contact **251-753-5440**.

The USA Advocate Program (AP) is an essential component in the University's effort to provide support and assistance to individuals who report sexual violence. The AP provides confidential, supportive services to complainants in the Title I Complaint Resolution Process, individuals who report sexual assault, domestic violence and sexual harassment. Support Advocates serve as a linkage to campus and community resources and offer services 24 hours a day, seven days a week. Advocates provide emotional support and resources, attend meetings and hearings as well as assist in coordinating services (i.e. filing a police report, medical treatment, academic assistance, alternate housing assignment, counseling services, etc.). Advocates have been formally trained and are faculty or staff at the University.

#### COUNSELING AND TESTING SERVICES

You can reach a counselor from the Counseling and Testing Center Monday – Friday 8:00-5:00 pm at **251-460-7051**. Counselors can provide a variety of confidential emotional support and counseling services free to USA students. They can inform you of common reaction after a traumatic incident and help you to talk through your feelings and concerns.

#### PREGNANCY AND PARENTING PROGRAM

Title IX protects against discrimination related to pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. It prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex. Title IX also ensures the right to take medically necessary leave and to be free of harassment, intimidation, or other discrimination because of pregnancy or parenting-related conditions. The University of South Alabama is dedicated to creating a welcoming, accessible, and inclusive environment for pregnant and parenting students. Students may request reasonable accommodations for pregnancy and parenting-related conditions.

### OFF CAMPUS RESOURCES

Rape Crisis Center of Mobile is a local rape crisis center with a 24- hour emergency hotline which can be reached by calling 251-473-7273. Trained volunteers can provide information and confidential options counseling to those who have been sexually assaulted. The Rape Crisis Center also provides medical and legal accompaniment and offers support groups for survivors of rape, incest and other forms of sexual abuse.

## REPORTING TO THE UNIVERSITY/TITLE IX

While you may report to anyone at the University, the University of South Alabama has designated a Title IX Coordinator to provide you with assistance and support, and to monitor and oversee overall compliance with laws and policies related to sexual violence. Your campus Title IX Coordinator and Deputy Coordinators are available to explain and discuss the following: your right to file a criminal complaint; the University's relevant complaint process; the University investigation process; how confidentiality is handled; available resources, both on and off campus; your right to receive assistance in filing either a criminal complaint or a University complaint; and other related matters.



**Title IX**

### WHAT TO EXPECT WHEN FILING A UNIVERSITY REPORT:

- The Title IX Coordinator will take a statement about what happened, who was involved and any pertinent details you can share.
- The Title IX Coordinator will allow you to review and confirm your statement.
- During the process, you have the right to a support advocate.
- You will be asked to meet with an investigator for an interview.
- The Title IX Coordinator will assist with connecting you to any supportive measures you might need.
- Once a report is submitted, and depending on the detail of the information provided, the University will take reasonable steps to investigate the matter, stop the harassment, prevent its recurrence and remedy its effects.

USA offers a comprehensive approach to violence prevention that provides community members a variety of opportunities that include an online training for all incoming students, faculty and staff training, peer education, bystander intervention programming and outreach events.

**Follow our Social Media Pages to learn more!**

Facebook: South Alabama Title IX

Instagram: @usa\_titleix

## Reporting Options

### REPORTING TO UNIVERSITY POLICE

A report can be made to University Police by calling 251-460-6312.

### REPORTING TO USA TITLE IX OFFICE

A report can be made to the USA Title IX Office by filing a report on the Title IX webpage.

### WHAT TO EXPECT WHEN FILING A POLICE REPORT:

- Once the report is made, an officer will take a statement from you regarding the incident.
- The officer will ask you to describe the assailant(s) if unknown to you or to identify them if you are acquainted.
- The officer will ask you questions about the scene of the crime, any witnesses, and what happened before and after the incident.
- During the process, you have the right to a support advocate.