

TITLE IX

UAB

The University of
Alabama at Birmingham

RESOURCE GUIDE

Promoting a Culture
of Respect at UAB



Division of Finance and Administration

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The Title IX Office has developed this guide to support the UAB community in learning about Title IX, reporting responsibilities, the resources and options available to impacted persons, and how we can all play a part in fostering an environment that respects the dignity of its faculty, staff, and students.

The Title IX Policy in its entirety can be found at uab.edu/titleix/policies.

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WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 et seq. is a comprehensive federal law that prohibits discrimination on the basis of sex in education programs or activities that receive federal financial assistance.

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

– Title IX Amendment of 1972

This law is enforced by the U.S. Department of Education Office for Civil Rights.

The OCR office for Alabama is located at:

Atlanta Office

Office for Civil Rights

U.S. Department of Education

61 Forsyth St. S.W., Suite 19T10

Atlanta, GA 30303-8927

Telephone: 404-974-9406

FAX: 404-974-9471; TDD: 800-877-8339

Email: OCR.Atlanta@ed.gov

UAB TITLE IX POLICY OVERVIEW

UAB TITLE IX OFFICE

Title IX Office is the primary resource for reporting and responding to incidents of sex discrimination involving faculty, staff, students, guests, patients, and vendors. The office provides support and facilitates equitable and transparent procedures for resolving complaints through:

RESPONSE AND SUPPORT

- ▶ Monitor and oversee the University's compliance with Title IX and related laws in the prevention of sex discrimination.
- ▶ Respond to reports of sex discrimination.
- ▶ Provide support which includes connecting persons to resources both on and off-campus.

DIRECT SERVICES

- ▶ Facilitation of the formal and informal resolution processes regarding concerns brought under the UAB Title IX Policy.
- ▶ Provide reasonable modifications for persons who are pregnant or experiencing pregnancy related conditions.
- ▶ Consultation and advisement on providing a respectful campus environment free from sex discrimination.

PREVENTION AND EDUCATION

- ▶ Customized eLearning courses for faculty, staff, and students.
- ▶ In-person education initiatives.
- ▶ Workshops on specialized topics.
- ▶ Suite of resource materials available online and in print.

PROHIBITED CONDUCT

It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct.

All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions. Prohibited Conduct includes but is not limited to,

- ▶ Sex Discrimination
- ▶ Sexual Harassment
- ▶ False allegations or statements relating to the Title IX process, and/or
- ▶ Retaliation

The University will respond promptly and effectively to Reports of Prohibited Conduct and will take appropriate action to prevent its occurrence, correct and address its effects, provide Supportive Measures, and, when warranted, issue discipline for violations of the Title IX Policy.

THIS SECTION PROVIDES TERMS AS DEFINED IN THE UAB TITLE IX POLICY.

SEX DISCRIMINATION

The exclusion from participation in, denial of benefits from, or subjection to unfavorable treatment in any University educational or employment-related program or activity on the basis of sex. Sex discrimination also includes discrimination on the basis of pregnancy or related conditions.

SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination and means sexual harassment on the basis of sex. Sexual harassment includes harassment in the form of:

1. **Quid pro quo harassment:** A University employee makes submission to or rejection of unwelcome sexual conduct, 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
2. **Hostile environment harassment¹:** Unwelcome conduct based on sex that is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's educational programs or activities or creates a hostile working environment; or
3. **Specific Offenses:**
 - a. **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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- b. Dating violence:** Violence committed by a person who is or has been in a social or “dating” relationship of a romantic, intimate, and/or sexual nature with the victim. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse, but it does not include acts covered under the definition of domestic violence.
- c. Domestic violence:** 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, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Alabama, 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 Alabama.
- d. Non-consensual sexual intercourse:** Any sexual intercourse whether anal, oral, or vaginal (or an attempt to commit the same), no matter 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).

UAB TITLE IX POLICY OVERVIEW

- e. **Non-consensual sexual contact:** Any intentional sexual touching (or an attempt to commit the same), however slight, for purposes of sexual gratification, with any object, or by a person upon another person, and without consent or by physical force.
 - i. Sexual touching is any intentional contact for purposes of sexual gratification with the breasts, buttocks, groin, or genitals; or touching another with any of these body parts for sexual gratification; or making another touch you or themselves with or on any of these body parts for sexual gratification; or any intentional bodily contact for sexual gratification not involving these body parts.
- f. **Sexual exploitation:** 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:
 - i. Exposing one's genitals in non-consensual circumstances;
 - ii. Exceeding the boundaries of explicit consent, such as allowing others to hide in a closet to watch one's consensual sexual activity;
 - iii. Engaging in voyeurism ("Peeping Tom") or facilitating voyeurism by others;
 - iv. Non-consensual video or audio recording of sexual activity;
 - v. Prostituting another student or employee;
 - vi. Knowingly transmitting a sexually transmitted disease/infection to another individual; and/or
 - vii. Sharing intimate images (including authentic images and images that have been altered or generated by artificial intelligence (AI) technologies) without consent for someone's benefit other than the one being exploited.

UAB TITLE IX POLICY OVERVIEW

- g. **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.
- i. **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.
- ii. **Reasonable person:** Means a reasonable person under similar circumstances and with similar identities to the victim.

Examples of stalking include but are not limited to: cyberstalking; following another person; lying in wait; engaging in excessive communications, including any attempt to intentionally and repeatedly make contact with a person over their stated objections for the purpose of harassing or alarming them; or threatening a person or a person's family, friends, or property.

- h. **Statutory rape:** Sexual intercourse with a person who is under the statutory age of consent.

¹A "hostile environment" exists when the conduct is sufficiently severe, pervasive and objectively offensive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature, and severity of the conduct; Whether the conduct was physically threatening;
- The effect of the conduct on the Complainant's mental or emotional state; Whether the conduct was directed at more than one person;
- Whether the conduct arose in the context of other discriminatory conduct;
- Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and Whether the conduct implicates concerns related to academic freedom or protected speech.

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RETALIATION

Intimidation, threats, coercion, or discrimination against any person by UAB, a student, or an employee or other person authorized by UAB to provide aid, benefit, or service under UAB's education program or activity (including in UAB's academic, research, athletic, and clinical operations), for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX grievance procedures, and in any other actions taken by UAB to respond to allegations of Prohibited Conduct.

Examples of retaliatory actions include:

Suspension, demotion, or termination in the employment context; changing work schedules, duties, or assignments; denying funding; interfering with or impacting immigration status; lowering a grade or dismissing a student from a program; or maliciously and purposefully interfering with, threatening, or damaging the academic or professional career of another individual before, during, or after the investigation and resolution of a Report or Formal Complaint of Prohibited Conduct.

FALSE ALLEGATIONS OR FALSE STATEMENTS

All Reports and Formal Complaints should be made in good faith, meaning the individual making the Report or Formal Complaint has a reasonable belief that the allegations are true and relate to a potential violation of University policy.

A Report or Formal Complaint made in bad faith is one that is intentionally dishonest, frivolous, or malicious. When a Report or Formal Complaint is made in bad faith, it may deter other individuals from filing good faith Reports, unnecessarily expend University and law enforcement resources, distract University and law enforcement officials from investigating good faith Reports, and cause harm to the alleged Respondent and the community.

It is a violation of this Policy to report intentionally dishonest, frivolous, or malicious allegations of Prohibited Conduct or make a materially false statement in bad faith in the course of an investigation or adjudication of a Formal Complaint.

UAB TITLE IX POLICY OVERVIEW

TITLE IX PROHIBITS DISCRIMINATION ON THE BASIS OF PREGNANCY OR RELATED CONDITIONS

Discrimination on the basis of current, potential, or past pregnancy or related conditions is considered sex discrimination under this Policy. UAB will ensure that students and employees have access to lactation spaces and reasonable time to express breast milk or breastfeed as needed. For more information on UAB lactation spaces please visit the Title IX Office website at uab.edu/titleix/pregnancy-parenting.

WHAT'S COVERED

- ▶ Pregnancy, childbirth, miscarriage, termination of pregnancy, or lactation;
- ▶ Medical conditions related to pregnancy, childbirth, miscarriage, termination of pregnancy, or lactation; or
- ▶ Recovery from pregnancy, childbirth, miscarriage, termination of pregnancy, lactation, or related medical conditions.

STUDENTS

The Title IX Coordinator will work with students experiencing pregnancy or related conditions to prevent sex discrimination and to ensure that the student continues to have equal access to UAB's education program or activity.

■ Your Rights

Title IX prohibits discrimination on the basis of sex — including pregnancy and all related conditions. This means persons who are pregnant (current, potential or past pregnancy) cannot be treated differently from other persons who are unable to participate in an educational program or activity.

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■ Examples of Reasonable Modifications Include:

- ▶ Class Attendance
 - Must be allowed the opportunity to attend classes regardless of pregnancy or parenting status.
- ▶ Excused Absences
 - Absences due to pregnancy or related conditions must be excused if it is deemed medically necessary by the treating physician. Documentation should be provided to the Title IX Office.
- ▶ Make-up work
- ▶ Tutoring or other modifications
- ▶ Access to lactation spaces
- ▶ Scholarships appeals
- ▶ Financial Aid appeals

If you are interested in receiving modifications for pregnancy or conditions related to pregnancy, contact the Title IX Office at 205-996-1340 or titleixoffice@uab.edu.

INSTRUCTORS AND SUPERVISORS

It's important to remember that providing modifications is a legal requirement. If the request fundamentally alters a course or results in an undue burden, please consult with the Title IX Office to develop an alternative plan.

EMPLOYEES

Employees who are pregnant or have related conditions are encouraged to contact their Human Resources representative to discuss accommodations for known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions.

RESPONSIBLE REPORTING OFFICIALS

RESPONSIBLE REPORTING OFFICIALS

Responsible Reporting Officials are required to notify the Title IX Coordinator if, in the course of their employment, they receive a Report of Prohibited Conduct.

RESPONSIBLE REPORTING OFFICIALS INCLUDE THE FOLLOWING:

- ▶ **Division of Student Affairs**
 - VPs, AVPs, and Directors
 - Resident Life Coordinators
- ▶ **UAB Police and Public Safety Department**
- ▶ **UAB Human Resources**
- ▶ **Office of Access and Engagement**
- ▶ **Department of Athletics:**
 - Director of Athletics
 - Senior Associate Athletic Directors
 - Head Coaches
 - Assistant/Associate Coaches
- ▶ **Deans, Vice-Deans, Associate Deans, Assistant Deans, Department Chairs, Vice-Chairs, and Division Directors**

Responsible Reporting Officials do not have official authority to receive Formal Complaints of Prohibited Conduct or official authority to take corrective action on behalf of the University under the Title IX Policy.

RESPONSIBLE REPORTING OFFICIALS

WHAT TO DO

1. If someone tells you they have experienced a form of Prohibited Conduct, first, offer them support, listen to them and encourage them to seek resources.
2. Inform them you are a Responsible Reporting Official, and you will report the information to the Title IX Office.
3. Share reporting options. Inform the reporter that a complaint can be filed with the Title IX Office at 205-996-1340 or uab.edu/titleix/.
4. If the individual's safety is an immediate concern, call 911 or contact UAB Police & Public Safety Department at 205-975-4434.
5. Please report the information promptly to the Title IX Office. The Title IX Office is available to assist you in responding to the report. It is important not to conduct your own investigation.

RESPONSIBLE REPORTING OFFICIALS

WHAT TO SAY

**“I am a responsible reporting official
and must report this information to the
Title IX Coordinator”**

DISCLOSURES INVOLVING PROHIBITED CONDUCT:

“There are resources available to you both on campus and off-campus. Please know that you can decide what happens next. You have the right to make a report to the police department, UAB Title IX Office, or choose not to report. Retaliation for reporting is prohibited and should be reported to the Title IX Office. What can I do to support you?”

DISCLOSURES RELATED TO PREGNANCY:

“Title IX provides reasonable modifications for pregnancy and related conditions. If you need to request academic modifications for pregnancy, recovery therefrom, and/or access the lactation rooms on campus, please contact the Title IX Office.”

HOW TO MAKE A REPORT

HOW TO MAKE A REPORT

It is important to note the difference between making a report and filing a Formal Complaint. Anyone can make a Report of Prohibited Conduct but only a Complainant can file a Formal Complaint.

Reports of Prohibited Conduct can be made to the Title IX Office via online, mail, telephone, walk-in, or email anytime. Reports can also be received in person at the Title IX Office during business hours.

Walk-in: 701 20th Street South, Suite 330
Birmingham, Alabama 35233

Email: titleixoffice@uab.edu

Phone: 205-996-1340

Online: uab.edu/titleix

Mail: AB Suite 330
1720 2nd Avenue South
Birmingham, AL 35294

Reports can be submitted anonymously; however, please be aware that the response may be limited if sufficient information is not provided. To file an anonymous report, contact the UAB Hotline at 866-362-9476 (24/7 response) or uab.edu/titleix.

**To submit a report
scan here:**



WHAT HAPPENS NEXT?

After a report is submitted, the Title IX Office will contact the parties to inform them of their rights, resources, and options to request supportive measures.

HOW TO MAKE A REPORT

REPORTING PROTECTIONS

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a Report or Formal Complaint of Prohibited Conduct under this Policy. The University is also committed to providing assistance to help students, employees, patients, third parties, and visitors make informed choices. With respect to any Report or Formal Complaint of Prohibited Conduct under this Policy, the University will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the Report and Formal Complaint and take steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

PRIVACY

To protect individual privacy, the University will only share information related to a Report or Formal Complaint of Prohibited Conduct with a limited circle of University employees who “need to know” to assist in the assessment, investigation, and resolution of the Report or Formal Complaint, as well as the implementation of Supportive Measures.

The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act (“FERPA”), as outlined in the University’s FERPA Policy. The privacy of an individual’s medical and related records generally is protected by the Health Insurance Portability and Accountability Act (“HIPAA”), except health records protected by FERPA.

CONFIDENTIALITY

Confidentiality exists in the context of laws that protect certain relationships, including those with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Alabama law. The University has designated individuals who have the ability to have privileged communications as “Confidential Employees.” When information is shared by an individual with a Confidential Employee or a community professional with the same legal protections, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information.

For example, information may be disclosed when: (1) the individual gives written consent for its disclosure; (2) there is a concern that the individual will likely cause serious physical harm to self or others; or (3) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

AMNESTY FOR STUDENTS

The University community views the safety of our students as a top priority. A student who is under the influence of alcohol or drugs at the time of an incident should not be reluctant to seek assistance for that reason. The University will not pursue disciplinary violations against a student or against a witness for being under the influence of alcohol or drugs (e.g., underage drinking) if the student is making a good faith Report of Prohibited Conduct or participating in an investigation of Prohibited Conduct. The Title IX Coordinator (or designee) may, however, refer a student to substance use assessment and counseling depending on the circumstances of the individual situation. Thus, for purposes of this Policy, students who report potential Prohibited Conduct or participate in an investigation of Prohibited Conduct and reveal a potential violation of UAB policy relating to drug or alcohol use may not be sanctioned for such drug or alcohol violations.

WHAT TO KNOW

YOU ARE IN CONTROL

You have the right to choose whom you will talk to, what resources you will use, what you will say and when you will say it.

COMPLAINANT INFORMATION

- ▶ An individual who is alleged to be the victim of Prohibited Conduct and is participating in or attempting to participate in UAB's education programs or activities, including UAB's academic, research, athletic, and clinical operations, or is employed by UAB. Refers to someone who is accusing another person (Respondent).
- ▶ If you choose to share your experience, your disclosure will be taken seriously, and you will be treated with dignity and respect.

RESPONDENT INFORMATION

- ▶ An individual who has been alleged to have engaged in Prohibited Conduct.
- ▶ If a Complainant seeks disciplinary action against you or is pursuing a Formal Complaint reporting sex discrimination, harassment or related conduct, the Title IX Office will meet with you to outline next steps and discuss resources.

The University will respond promptly and effectively to reports of Prohibited Conduct and will take appropriate action to prevent its occurrence, correct and address its effects, provide supportive measures, and, when warranted, issue discipline for violations of the Title IX Policy.

IF YOU HAVE EXPERIENCED A FORM OF PROHIBITED CONDUCT

ACTIONS TO CONSIDER:

You have the right to choose whom you will talk to, what resources you will use, what you will say and when you will say it.

- ▶ Contact the Title IX Office at 205-996-1340 or titleixoffice@uab.edu.
- ▶ Go somewhere you feel safe.
- ▶ Make a report.
- ▶ Preserve any evidence.
- ▶ Seek a sexual assault forensic exam within 72 hours.
- ▶ Seek medical attention.
- ▶ Seek supportive measures.
- ▶ Speak confidentially to a professional or pastoral counselor.
- ▶ Submit an anonymous report to the Title IX Office (response may be limited).
- ▶ Your right to report to local law enforcement.

BIRMINGHAM

- UAB Police & Public Safety
 - (Non-Emergency) 205-934-4434
 - (Emergency) 911 or 205-934-3535
 - uab.edu/police
- Birmingham Police Department
 - uab.edu/police
 - 205-328-9311
- Jefferson County Sheriff
 - 205-352-1450
- Seek resources available to you at UAB and in the community.
To learn more, scan here:



POLICE INFORMATION FOR THE OTHER CAMPUSES:

HUNTSVILLE

- Huntsville Police Department
 - 2110 Clinton Ave W, Huntsville, AL 35805
 - 256-427-7009

MONTGOMERY

- Montgomery Police Department
 - 320 N Ripley St, Montgomery, AL 36104
 - 334-241-2651

SELMA

- Selma Police Department
 - 1300 Alabama Ave, Selma, AL 36703
 - 334-874-2137

DOTHAN

- Dothan Police Department
 - 210 N St Andrews St, Dothan, AL 36303
 - 334-615-3000

TUSCALOOSA

- Tuscaloosa Police Department
 - 3801 Trevor S. Phillips Ave, Tuscaloosa, AL 35405
 - 205-248-4500

SUPPORTIVE MEASURES

Supportive Measures are non-disciplinary, non-punitive individualized services offered to the Complainant and the Respondent.

Supportive Measures are designed to restore or preserve equal access to UAB's employment, educational programs, or activities for a Complainant and a Respondent in order to protect the safety of involved parties.

SUPPORTIVE MEASURES INCLUDE BUT ARE NOT LIMITED TO:

- ▶ Campus Safety Escort services,
- ▶ Changes in work or housing locations,
- ▶ Extensions of deadlines or other course-related adjustments,
- ▶ Increased security and monitoring of certain areas of the campus,
- ▶ Leaves of absence,
- ▶ Modifications of work or class schedules,
- ▶ Mutual No Contact Order
- ▶ Provide guidance on institutional resources related to visa and immigration status,
- ▶ Referrals to counseling
- ▶ Any other measures tailored to achieve the goals of the Title IX Policy.
- ▶ Supportive measures are available to both the Complainant and Respondent.

CAMPUS RESOURCES

UAB TITLE IX OFFICE

AB Building, Suite 330
701 20th Street South
Birmingham, Alabama 35233
205-996-1340
titleixoffice@uab.edu

UAB STUDENT ASSISTANCE AND SUPPORT

Hill Student Center, Suite 303
1400 University Blvd
Birmingham, AL 35294-1150
205-975-9509
uab.edu/students/outreach

UAB STUDENT COUNSELING SERVICES (CONFIDENTIAL)

3rd Floor of the Learning Resource Center
1719 9th Ave South
205-934-5816
uab.edu/students/counseling

UAB OMBUDSPERSON (CONFIDENTIAL)¹

University Ombudsperson
Office of the Provost
uab.edu/ombuds/

¹ An ombudsperson provides confidential, neutral, impartial and independent conflict resolution assistance to UAB faculty, staff, mentored graduate students, and postdoctoral fellows for University related conflicts between two or more parties.

RESOURCES FOR FACULTY, STAFF, AND STUDENTS

UAB EMPLOYEE ASSISTANCE AND COUNSELING CENTER (CONFIDENTIAL)

Magnolia Office Park, Ste. 330
2112 11th Ave. South
205-934-2281
uab.edu/eacc

UAB POLICE & PUBLIC SAFETY

Police Headquarters Building
1117 14th St. South
205-934-3535 or 911 (Emergency)
205-934-4434 (Non-emergency)
uab.edu/police

UAB HOSPITAL

1802 6th Ave. South
205-934-4011
uabmedicine.org

COMMUNITY RESOURCES

CRISIS CENTER

3620 8th Ave. South
Birmingham, AL 35222
crisiscenterbham.org

RAPE RESPONSE 24-HOUR ASSISTANCE

Rape Response: 205-323-7273
Recovery Resource Center: 205-328-5465
Youth Talk: 205-328-5465
3600 8th Ave. S.
Birmingham, AL
crisiscenterbham.org

RESOURCES FOR FACULTY, STAFF, AND STUDENTS

YWCA OF CENTRAL ALABAMA

309 23rd St. North
205-322-9922
24-Hour Crisis Line
205-322-4878
ywcabham.org

ONE PLACE METRO ALABAMA FAMILY JUSTICE CENTER

3613 6th Ave. S.
Birmingham, AL 35222
205-453-7261
info@oneplacebirmingham.com

DOTHAN COMMUNITY RESOURCES

HOUSE OF RUTH-SOUTHEAST ALABAMA

P.O. Box 968
Dothan, AL 36302
334. 793.5214
exedirector@houseofruthdothan.org

WIREGRASS ANGEL HOUSE

105 North Bell Street
Dothan, AL 36303-4307
334-702-7010

FLOWERS HOSPITAL

4370 W Main Street
Dothan, AL 36305
334-793-5000

RESOURCES FOR FACULTY, STAFF, AND STUDENTS

HUNTSVILLE COMMUNITY RESOURCES

REDSTONE ARSENAL DAVA PROGRAM

3443 Honest John Road
Huntsville, AL 35808
256-955-6904

FAMILY SERVICES CENTER

520 Madison St. SE Suite B
Huntsville, AL 35801
256-551-1610

HUNTSVILLE HOSPITAL

101 Sivley Road SW
Huntsville, AL 35801

MONTGOMERY COMMUNITY RESOURCES

FAMILY SUNSHINE CENTER

P.O. Box 5160
Montgomery, AL 36103-5160
334-263-0218
Standing Together Against Rape
530 Lawrence Street
Montgomery, AL 36104
334-213-1227

LIGHTHOUSE SEXUAL ASSAULT

Robertsdale, AL 36567
251-947-6008 (24/7 Hotline)
251-947-4393

RESOURCES FOR FACULTY, STAFF, AND STUDENTS

SELMA COMMUNITY RESOURCES

SABRA SANCTUARY

334-874-8711 (Crisis Line)
800-787-3224 (Deaf Services)
sabrasanctuary.org/

DALLAS COUNTY FAMILY RESOURCE

431 Church Street
Selma, AL 36701
334-874-7785
selmadallasfamily.com/

SAFE HARBOR WOMEN'S MEDICAL CLINIC

408 Dallas Avenue
Selma, AL 36701
334-875-8900

TUSCALOOSA COMMUNITY RESOURCES

TUSCALOOSA SAFE CENTER

1601 University Boulevard East, Suite 150
Tuscaloosa, AL 35404
205-860-SAFE (7233)
Administrative Hours: 8:30am - 4:30pm Monday-Friday
24-Hour Hotline: 205-860-SAFE (7233)

TURNING POINT OF WEST ALABAMA

205-758-0808
info@turningpointservices.org www.turningpointservices.org
Facebook: Turning Point Alabama

RESOURCES FOR FACULTY, STAFF, AND STUDENTS

THE VICTIM'S SERVICES DIVISION

714 Greensboro Avenue

County Courthouse, Suite 410

Tuscaloosa AL 35401-1894

205-349-1252

Hours: Monday through Friday, 8:30 AM to 5:00 PM

NATIONAL RESOURCES

RAINN

Rape, Abuse & Incest National Network

800-656-4673 (24 hour)

rainn.org

NATIONAL DOMESTIC VIOLENCE HOTLINE

800-799-7233 (24 hour)

thehotline.org

LOVEISRESPECT.ORG

866-331-9474 (24 hour)

Text LOVEIS to 22522

The University of Alabama at Birmingham (UAB) does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. Inquiries about Title IX may be referred to UAB's AVP & Sr. Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. UAB's AVP & Sr. Title IX Coordinator is Dr. Andrea McDew, AB 330-0110, 1720 2nd Avenue South, Birmingham, AL 35294.

RESOURCE GUIDE

Promoting a Culture
of Respect at UAB

TITLE IX

UAB

The University of
Alabama at Birmingham.