

Cultivating a Discrimination-Free Work and Learning Environment

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March 2023

FAST 3.2023

Topics for Today

- **Your Rights as UAH employee**
- **Your Responsibilities as UAH employee**
- **When & How to Report**
- **Questions**

Policy

The University of Alabama in Huntsville does not discriminate on the basis of race, color, national origin, religion, sex (including marital or parental status), pregnancy, sexual orientation, gender identity, age, disability, citizenship, genetic information, or veteran status.

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Discrimination

To make a difference in treatment or favor (of one as compared with others.)

Webster's New International Dictionary 745 (2d ed. 1954)

Protected Statuses

- **Race**
- **Color**
- **National Origin**
- **Religion**
- **Sex, including Pregnancy, Marital and Parental status**
- **Gender Identity**
- **Sexual Orientation**
- **Age**
- **Disability**
- **Veteran Status**
- **Citizenship and Genetic Information**

Harms

- **Hiring, Promotion, and Transfer**
- **Wages and Benefits**
- **Conditions of Employment**
- **Accommodations and Accessibility**
- **Harassment**
- **Title IX of the Education Amendments of 1972**



Title IX Prohibited Conduct

- **Sexual Harassment**
- **Sexual Assault**
- **Dating Violence**
- **Domestic Violence**
- **Stalking**
- **Sexual Exploitation**

- **Hazing & Bullying**

Prevalence

- **1 in 16 men will be sexually assaulted while in college**
- **1 in 5 women will be sexually assaulted while in college**
- **1 in 4 trans or gender nonconforming students will be sexually assaulted while in college**
- **In 8 of 10 rape cases, the victim knew the person who assaulted them**
- **In 1 in 10 rape and sexual assaults, the offender had a weapon**

What is UAH's Obligation?

- **Stop the Reported Conduct**
- **Prevent its Recurrence**
- **Remedy the Effects**
- **Hold Accountable**

**UAH is on notice when
we knew or should have known.**

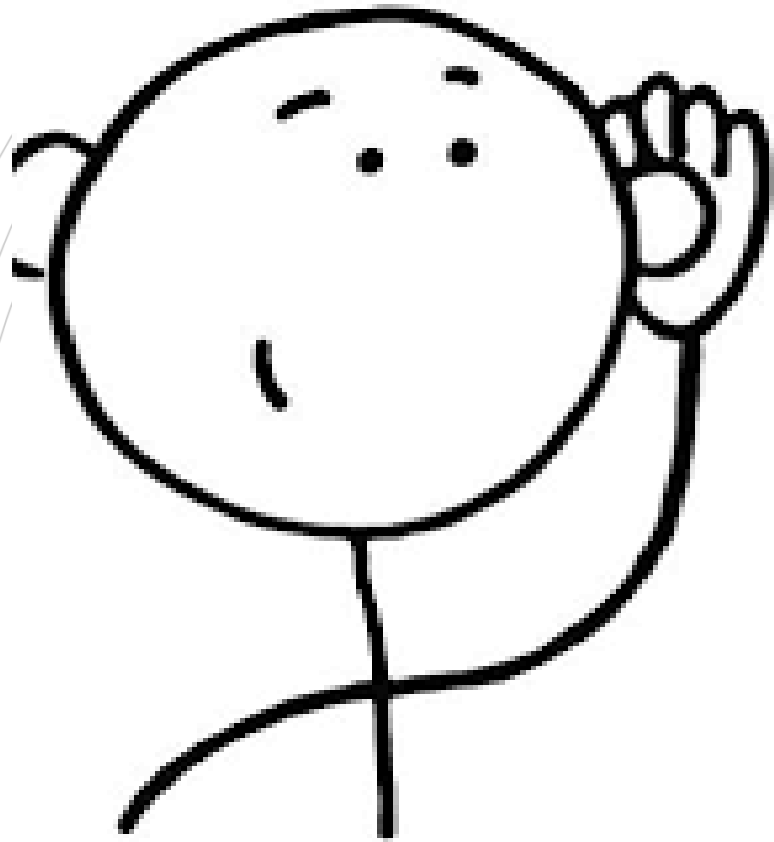


Why Report?

- Person in need
- Policy obligation

How Report?

- Charger 360
- TitleIX@uah.edu
- Call 256.824.7854



Person with Hand to Ear Listening

- **Listen closely and attentively**
- **Don't judge**
- **Recognize your own biases**
- **DO NOT INVESTIGATE**
- **Do not ask for details or question the student's experience**

What Happens Next?

Faculty and Staff

- **Meet with Complainant**
- **Immediate Remedial Measures**
- **Complaint process**
- **Sanctions and remedies**

Students

- **Meet with Complainant**
- **Supportive Measures**
- **Complaint process**
- **Sanctions and Remedies**

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FINAL THOUGHTS

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Presumptions of Fairness and Retaliation

RESPONDENT

Respondent is presumed to not be responsible for the alleged conduct until a final determination of responsibility has been made at the conclusion of the Grievance Procedure.

COMPLAINANT

Complainant is presumed to be credible having candidly offered their interpretation of the conduct and/or incident in good faith.

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Contact Information

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