



MEMORANDUM

TO: Faculty, Staff, and Students

FROM: Robert A. Altenkirch

DATE: November 20, 2017

SUBJECT: Sexual Misconduct and Discrimination

The safety and well-being of all members of The University of Alabama in Huntsville community is our highest priority. For that reason, UAH takes the issue of sexual misconduct and discrimination very seriously. Our core values include fostering an inclusive and diverse campus for employees, students, and campus visitors. Moreover, our campus policies expressly prohibit sexual misconduct and discrimination of any nature.

Our efforts are supported by federal laws that establish responsibilities and safeguards for colleges and universities regarding certain types of crimes and incidents, especially various forms of sexual misconduct. These laws include Title IX of the Education Amendments of 1972; Title VII of the Civil Rights Act of 1964; and The Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA). We will continue to monitor these laws and take steps to ensure we are compliant.

Any student, faculty, staff, applicant, or visitor who has concerns about sexual misconduct and/or discrimination is encouraged to seek the assistance of the appropriate University Title IX official. Title IX officials are charged with maintaining the University's compliance with Title IX regulation, conducting impartial investigations of alleged sexual misconduct, connecting individuals to University resources, and providing education opportunities. UAH's Title IX officials are:

Title IX Coordinator

Laterrica Simmons
(256) 824-6899
lks0020@uah.edu

Deputy Title IX Coordinator (Students)

T.J. Brecciaroli, Dean of Students
(256) 824-6700
tjb0020@uah.edu

Deputy Title IX Coordinator (Faculty)

Delois Smith, Vice President for Diversity and Multicultural Affairs
(256) 824-4600
smithdh@uah.edu

Page Two
Sexual Misconduct and Discrimination

Deputy Title IX Coordinator (Staff)

Laurel C. Long, Associate Vice President for Human Resources

(256) 824-6545

Laurel.Long@uah.edu

UAH has implemented processes that promote due process and fairness, provide support and resources, and offer various avenues of prevention, training, and education. We also require all employees to report sexual misconduct and discrimination. Mandatory reporting assures appropriate services to victims of sexual violence, fosters transparency about campus crimes, and permits the institution to remedy discrimination and harassment appropriately.

We want everyone to be completely aware of their individual protections and reporting obligations. It is also important for everyone on campus to be informed of the relevant support services that are available at UAH. Please take a moment to review and bookmark the online [Title IX](#) page. I would encourage you to seek support if needed and utilize the resources available to you and to others on our campus. Thank you for your help in supporting the important continued initiative of making UAH a safe and welcoming place for all members of our community.

Thanks,

Bob