



MEMORANDUM

TO: UAH Community

FROM: Robert A. Altenkirch, President

DATE: November 1, 2016

SUBJECT: Director of Compliance and Title IX Coordinator

In our continuing efforts to be a welcoming and inclusive campus, The University of Alabama in Huntsville continues to be committed to providing working and learning environments that are free of crimes and incidents of discrimination, gender-based sexual assault, harassment and misconduct, dating and domestic violence, stalking and related retaliation. These behaviors threaten the freedom and respect of those who work, teach, live and study, and visit within our campus community. They are antithetical to our core values of integrity and respect, and inclusiveness and diversity.

These fundamental protections and federal laws are among the highest priorities at UAH and are addressed in the university's **Equal Opportunity and Affirmative Action Policy and Sexual Misconduct Policy**:

http://www.uah.edu/images/administrative/policies/05.01.01-VP_Diversity_Equal_Opportunity_and_Affirmative_Action_Policy.pdf

http://www.uah.edu/images/administrative/policies/05.01.04-VP_Diversity_Sexual_Misconduct_Policy.pdf

These university policies detail and address federal directives inclusive of The Clery Act, Violence Against Women Reauthorization Act of 2013 ("VAWA"); Title IX of the Education Amendments of 1972; Title VII of the Civil Rights Act of 1964; and Title II of the Americans with Disabilities Act of 1990. Discrimination, under this policy, includes harassment carried out through unwelcome oral, written, visual, or physical conduct directed at one or more individuals on the basis of race, color, national origin, religion, sex, pregnancy, sexual orientation, gender identity, age, disability, citizenship, genetic information, or status as a protected veteran. These federal laws and the university's administrative policies, collectively, raise awareness, educate, inform and promote prevention of sexual violence and discriminatory behaviors and practices and their effects.

UAH has been vigilant in its continuing efforts to align our practices and policies with these federal laws and regularly implement more comprehensive approaches to training, reporting, investigating, and appropriately responding to allegations of sexual harassment and sexual violence. In this regard, we have focused and streamlined these efforts by adding a full time **Director of Compliance and Title IX Coordinator** position to serve the

UAH faculty, staff and students better. These responsibilities are currently addressed by three Title IX Coordinators, as part of their job responsibilities for each respective university group. The coordinators are assisted by the UAH Office of Counsel.

The Director/Coordinator position will coordinate these responsibilities in an aggregate manner with direct report to the university president:

<https://uah.interviewexchange.com/jobofferdetails.jsp?JOBID=77871>

Primary responsibilities include:

- Staying informed of trends in the law, regulation, and policy regarding Title IX and having extensive knowledge of sexual harassment guidelines and best practices for conducting effective investigations,
- Recommending policy and procedure changes and providing guidance to senior university leadership on all emerging Title IX related legislation, regulations, OCR reviews, and judicial case law,
- Monitoring, oversight, and the overall implementation of Title IX Compliance, including coordination of training, education, and communications,
- Administration of grievance procedures for faculty, staff, students, campus safety, and other members of the university community,
- Overseeing all reports of prohibited conduct under Title IX involving employees, students, and third parties including supervising all investigations,
- Coordinating the university's initial response to reports of prohibited conduct, and
- Reviewing recommendations for sanctions, including discipline and remedial actions to ensure consistency across the university.

It is our desire to inform, educate, train and equip faculty, staff and students about these individual protections, policies and federal laws and invite your personal responsibility and obligation as a member of the university community. Applications are currently being accepted for the position of Director of Compliance and Title IX Coordinator, and we anticipate completing the search process shortly. Until a permanent Director/Coordinator is appointed, Delois Smith, Vice President for Diversity and Multicultural Affairs, will serve as Interim Director of Compliance and Title IX Coordinator.

Thanks,

Bob