

## Guide to Handling Harassment (for Students)

There are a number of statements and policies that relate to discrimination and harassment at UA. These include the *UA Equal Employment Opportunity Employer Statement*, which prohibits discrimination on the basis of sexual orientation; the *UA Statement on Diversity*, which endorses the university's commitment to inclusiveness with respect to sexual orientation, and which prohibits discrimination or harassment against any individual or group; the *UA Code of Student Conduct*, which prohibits any verbal or physical conduct that threatens or endangers the health or safety of any person; and the *UA Harassment Policy*, which prohibits any verbal or physical conduct that creates a hostile environment. The UA Equal Employment Opportunity Employer Statement, the UA Statement on Diversity, and the UA Harassment Policy are available online at <http://eop.ua.edu/policies.html>. The UA Code of Student Conduct is available online at <http://ja.ua.edu/code.htm>.

### Important Facts to Know about Harassment

There are two very important things to know about harassment. The first thing to know is that *harassment is based on perception rather than intent*. In other words, whether or not a particular behavior is defined as harassment depends on whether or not the behavior is perceived as unwelcome, inappropriate, or offensive to the recipient. While the alleged offender may perceive the behavior to be harmless, if a student finds the behavior offensive then that behavior would be considered harassment.

The second thing to know is that *harassment takes many forms: quid pro quo or hostile environment, direct or indirect, as well as verbal, written, visual, or physical*. *Quid pro quo* harassment occurs when employment or academic decisions and conditions are based upon whether the targeted individual is willing to grant favors of some kind. Hostile environment harassment occurs when unwelcome comments or conduct creates an intimidating, offensive or disruptive work or academic environment. Direct harassment would be any form of harassment that specifically targets an individual, such as offensive language (written or spoken), visuals, or physical contact addressed or directed toward a particular student. Indirect harassment would include any form of harassment that occurs in a student's environment that the student considers offensive, even if it isn't targeted toward the student; examples would include offensive comments, visuals, or behaviors in a classroom, in a residence hall, or at a student's campus job.

### Reporting Policy Violations

If you feel that you have been harassed, or if you would like to report behavior that you feel creates a hostile work, academic, or living environment on campus (even if the behavior does not target you specifically), you have several options:

1. *Reports related to workplace discrimination* can be referred to Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, 348-5855. Workplace discrimination can also be reported to the Designated Harassment Resource Person who oversees the area where you work. (The list of Designated Harassment Resource Persons is provided below.)
2. *Reports of verbal or physical harassment committed by a student* can be reported to the Office of Student Judicial Affairs or to the Designated Harassment Resource Person for Student Affairs. Contact information for the Office of Student Judicial Affairs is 107 Burke West, 348-8234, or [judicialaffairs@sa.ua.edu](mailto:judicialaffairs@sa.ua.edu). Contact information for the Designated Harassment Resource Person for Student Affairs is provided below.
3. *Reports of verbal or physical harassment committed by a graduate teaching assistant, a faculty member, or a staff member* can be reported to the appropriate Harassment Resource Person. The list of Designated Harassment Resource Persons is provided below.

## Designated Reporting Channels

If the alleged offender is a student, then the report should be directed to the Office of Student Judicial Affairs. **The Office of Student Judicial Affairs** is located in 107 Burke West, and they can be contacted by phone at 348-8234 or by email at [judicialaffairs@sa.ua.edu](mailto:judicialaffairs@sa.ua.edu). Reports of harassment committed by students can also be reported to the Designated Harassment Resource Person for Student Affairs.

If the alleged offender is a faculty or staff member or a graduate teaching assistant, then the report should be directed to the Designated Harassment Resource Person who oversees the department or office where the faculty or staff member or graduate teaching assistant works. A list of **Designated Harassment Resource Persons** and their contact information is provided below (and is also available online at <http://eop.ua.edu/persons.html>).

### Arts and Sciences

Kathryn Oths  
24D Ten Hoor  
Box 870210  
205-348-1957  
[koths@tenhoor.as.ua.edu](mailto:koths@tenhoor.as.ua.edu)

Cathy Pagani  
103 Garland Hall  
Box 870270  
205-348-9944  
[cpagani@bama.ua.edu](mailto:cpagani@bama.ua.edu)

### Communication and Information Sciences

Caryl Cooper  
201D Reese Phifer Hall  
Box 870172  
205-348-3593  
[cooper@apr.ua.edu](mailto:cooper@apr.ua.edu)

### Community Health Sciences

Allison Arendale  
A-109 CHS Building  
870326  
205-348-5203  
[aarendale@cchs.ua.edu](mailto:aarendale@cchs.ua.edu)

### Commerce and Business Administration

Dave Heggem  
10 Bidgood Hall  
Box 870223  
205-348-4537  
[dheggem@cba.ua.edu](mailto:dheggem@cba.ua.edu)

Nidia Spence  
428 Alston Hall  
Box 870223  
205-348-2934  
[nspence@cba.ua.edu](mailto:nspence@cba.ua.edu)

### Continuing Studies

Melanie Kirk  
Dean's Office  
106 Martha Parham West  
Box 870388  
205-348-6331  
[mkirk@ccs.ua.edu](mailto:mkirk@ccs.ua.edu)

### Education

Sharon Conerly  
202 Carmichael Hall  
Box 870231  
205-348-1151  
[sconerly@bamaed.ua.edu](mailto:sconerly@bamaed.ua.edu)

### Engineering

Mike Rhiney  
150 Comer Hall  
Box 870200  
205-348-6430  
[mrhiney@eng.ua.edu](mailto:mrhiney@eng.ua.edu)

Greg Singleton  
112 MIB  
Box 870200  
205-348-1598  
[gsingleton@eng.ua.edu](mailto:gsingleton@eng.ua.edu)

### Graduate School

John Chambers  
101 Rose  
Box 870118  
205-348-8282  
[jchamber@bama.ua.edu](mailto:jchamber@bama.ua.edu)

### Human Environmental Sciences

Vicki Peebles  
101 Doster  
Box 870158  
205-348-9146  
[vpeebles@ches.ua.edu](mailto:vpeebles@ches.ua.edu)

**Law School**

J. Noah Funderburg  
107 Law Center  
Box 870382  
205-348-4509  
[nfunderb@law.ua.edu](mailto:nfunderb@law.ua.edu)

**Nursing**

Priscilla Payne  
455 Russell Hall  
Box 870358  
205-348-1040  
[payne015@bama.ua.edu](mailto:payne015@bama.ua.edu)

**Social Work**

Kathleen A. Bolland  
102 Little Hall  
Box 870314  
205-348-3926  
[kbolland@sw.ua.edu](mailto:kbolland@sw.ua.edu)

**School of Mines & Energy Development**

Ann Brasher  
125 Bevill  
Box 870164  
205-348-1573  
[abrasher@bama.ua.edu](mailto:abrasher@bama.ua.edu)

**Library & Information Studies**

Anne Edwards  
526 A Gorgas Library  
Box 870252  
205-348-1522  
[aedwards@ua.edu](mailto:aedwards@ua.edu)

Beth Riggs  
516 Gorgas Library  
Box 870252  
205-348-1527  
[briggs@slis.ua.edu](mailto:briggs@slis.ua.edu)

**Libraries**

Angela Wright  
207 Gorgas Library  
Box 870266  
205-348-6303  
[ajwright@bama.ua.edu](mailto:ajwright@bama.ua.edu)

**Research**

Carpantato "Tanta" Myles  
152 Rose Administration Building  
Box 970104  
205-348-5746  
[cmyles@fa.ua.edu](mailto:cmyles@fa.ua.edu)

**Community Affairs**

Brice Miller  
232 Ferguson  
870297  
205-348-8514  
[brice.miller@ua.edu](mailto:brice.miller@ua.edu)

**Academic Affairs**

Dot Martin  
254 Rose Administration  
Box 870114  
205-348-4894  
205-348-9137  
[dmartin@alan.ua.edu](mailto:dmartin@alan.ua.edu)

**Student Affairs**

Molly Lawrence  
372 Rose Administration  
Box 870301  
205-348-0019  
[mlawrence@sa.ua.edu](mailto:mlawrence@sa.ua.edu)

Susan Cowles  
330 Ferguson - Career Center  
Box 870293  
205-348-3091  
[scowles@sa.ua.edu](mailto:scowles@sa.ua.edu)

**Financial Affairs**

Shirley Darr  
100 Hayden-Harris Hall  
Box 870390  
205-348-9828  
[sdarr@fa.ua.edu](mailto:sdarr@fa.ua.edu)

**University Advancement**

Becky Fowler  
284 Rose Administration  
Box 870122  
205-348-4772  
[bfowler@advance.ua.edu](mailto:bfowler@advance.ua.edu)

**Intercollegiate Athletics**

Carol Park  
225 Football Complex  
Box 870323  
205-348-3657  
[cpark@ia.ua.edu](mailto:cpark@ia.ua.edu)

Kevin Almond  
203 Football Complex  
Box 870323  
205-348-3638  
[kalmond@ia.ua.edu](mailto:kalmond@ia.ua.edu)

**Facilities**

Shirley Darr  
100 Hayden-Harris Hall  
Box 870390  
205-348-9828  
[sdarr@fa.ua.edu](mailto:sdarr@fa.ua.edu)

## Additional Resources

If you have been harassed, there are additional resources available to you, whether you choose to make a formal report of the harassment or not. Students may seek advice and referral from the Counseling Center or the Women's Resource Center. These offices, which keep all information confidential, neither receive formal complaints nor conduct investigations.

### *The Counseling Center*

South Lawn Office Building | 1101 Jackson Avenue | (205) 348-3863

The staff of the Counseling Center is committed to providing a supportive environment for LGBTQ-identified and questioning students. Any student who has been the victim of harassment can stop by or call to set up an appointment with a counselor.

### *The Women's Resource Center*

South Lawn Office Building | 1101 Jackson Avenue | (205) 348-5040

The on-call Advocate can be reached after hours through the University Police at 348-5454.

The Women's Resource Center provides free and confidential counseling for students, faculty and staff. All services are available to members of the LGBTQ community, and counselors are trained to address same-sex violence.

**Counseling Services** The WRC provides counseling services for victims of relationship violence (including dating violence, domestic violence, childhood physical violence), victims of sexual assault (including attempted rape, rape, childhood sexual assault, sexual harassment), and stalking.

**Support Groups** The WRC offers separate support groups for students and for faculty and staff. A variety of groups are available on a wide variety of topics including sexual assault, relationship violence, stalking, single parenting, etc. For more information, contact the WRC's staff therapist at (205) 348-5040.

**Advocacy Services** The WRC provides advocacy and case management services to victims of sexual assault (including attempted rape, rape, sexual harassment) and relationship violence (including dating violence, domestic violence, stalking). Persons eligible for these services include students, faculty, and staff of The University of Alabama and Shelton State Community College. A Victim Advocate is on call 24 hours a day and can assist with these services following an assault:

- *Academic Advocacy* - negotiating changes in classes, work load, and making up missed classes or exams.
- *Safe Housing* - relocation within the on-campus housing system or community based housing as needed.
- *Resources* - providing information about campus or community resources, legal and judicial options, and support.

The WRC also provides hospital accompaniment, criminal justice and law enforcement advocacy, and assistance with protection orders and social services.