

RESPONDENT RIGHTS

As a member of the Spelman College community, it is important for you to understand your rights as a Respondent. These rights include but are not limited to the following:

- To be notified of a Title IX report in which an alleged policy violation was reported;
- To be informed of the underlying facts and circumstances giving rise to a formal complaint/investigation
- To discuss the complaint as necessary for the development of testimony or the identification of appropriate witnesses or other evidence;
- To request support measures e.g., no contact orders, changes in work, academic, or living arrangements;
- To seek assistance from campus administrators in obtaining protective orders and information about how the college can enforce such orders;
- To be informed of and have access to campus and community resources for academic, medical, counseling, visa, financial, and other advisory services;
- To be treated with respect and care during this process;
- To have an advisor present throughout the campus resolution meetings, investigations, and hearings;
- To be fully informed of the nature, rules and procedures of the campus resolution process;
- To participate in a hearing on the complaint, including timely notice of the hearing date, adequate time for preparation, and access to materials used in the campus resolution proceedings;
- To written notice of the outcome and sanction of the hearing and appeal procedures, if applicable;
- To be protected from retaliatory harassment;
- To have the campus complaint investigated and adjudicated without bias.

RETALIATION:

Spelman College prohibits retaliation against anyone participating in the resolution of a complaint, including the reporting party, complainant, respondent, witnesses, and advisors.

RESOLUTION PROCESS

Please visit
<https://www.spelman.edu/title-ix/policies-and-procedures> for detailed information on Spelman College policies and grievance procedures when investigating and resolving complaints of gender-based misconduct.

NO CONTACT ORDERS

Spelman College may issue a no-contact order to any individual involved in an alleged violation of the college policy. In most cases, no-contact orders are reciprocal, meaning the restrictions apply equally to all individuals involved. In some cases, a no-contact order may have additional restrictions for one or more individuals

Preserve Evidence

If a complaint has been filed, consider preserving evidence. Examples of evidence may include; a list of witnesses with contact information, text messages, call history, social media posts, and pictures of injuries. This is not an exhaustive list, however, it will be helpful throughout the process. More information regarding Spelman College's Complaint Resolution Process, please visit our website:
<https://www.spelman.edu/title-ix>

DO NOT contact the Complainant.

DO NOT ask anyone to intercede on your behalf and contact the Complainant.

DO read Spelman's Sexual Misconduct Policy & Complaint Resolution Process.



Rights, Resources and Support

Sexual Misconduct Relationship Violence & Stalking

Title IX and Compliance Office
Spelman College

Title IX & Compliance Office
350 Spelman College Lane, S.W., Box 1701
Atlanta, Georgia 30314

p: 404-270-4005
f: 404-270-5487
spelman.edu/title-ix
titleixteam@spelman.edu

@spelmanTitleIX



Title IX of the Education Amendments of 1972
prohibits discrimination on the basis of sex
under any education programs or activity
receiving federal financial assistance.

PROHIBITED CONDUCT

The behaviors below are prohibited under the Spelman College Sexual Misconduct, Relationship Violence and Stalking Policy. Members of the Spelman College community are encouraged to report any violation of this policy to the Spelman College Title IX & Compliance office or a Deputy Title IX Coordinator. Reports can be submitted via email, telephone or by an online form available at www.spelman.edu/title-ix/

Sexual Misconduct

Criminal Sexual Contact: Any intentional touching of intimate body parts, however slight, without consent and/or by force.

Incest: Non-forcible sexual intercourse between persons who are related to each other.

Rape: Any sexual penetration, however slight, with any object or body part without consent and/or by force.

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent which is 16 years of age in Georgia.

Sexual Exploitation: Taking non-consensual or abusive sexual advantage of another for the benefit of anyone other than the one being exploited.

Sexual Harassment: Unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, or pervasive, and objectively offensive, that it effectively denies a person equal access to the College's educational programs/activities.

Relationship Violence

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant.

Domestic Violence: Violence committed by a current or former spouse, a person with whom the complainant shares a child; a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: fear for their safety or the safety of others; or suffer substantial emotional distress.

Other Offenses

Other sex-based misconduct may be considered a violation of the Sexual Misconduct, Relationship Violence and Stalking Policy. Examples of misconduct may include cyberbullying, threatening or causing physical harm, discrimination and/or hazing.

NON-CONFIDENTIAL

TITLE IX REPORTS

Dr. Jaray Mazique

Director of Title IX & Compliance &
Title IX Coordinator

Kristin Couch, LMSW

Associate Director of Title IX & Compliance

Paula Hall, LCSW

Assistant Director of Prevention & Intervention

Milligan 2305

(404) 270-4005

DEPUTY TITLE IX COORDINATORS

Dr. Sylvia Griffin

Dean of Students
(Students)

Manley 210

(404) 270-5133

Dr. Narketta Sparkman-Key

Associate Provost, Faculty Affairs
(Faculty)

Rockefeller 101

(404) 270-3616

Ivy Gardner, JD, MBA

Director of Employee Relations
and Compliance
(Staff)

Rockefeller 301

(404) 270-5182

LAW ENFORCEMENT REPORT

On Campus

Public Safety
(404) 525-6401

Off Campus

Local Law Enforcement
911

MANDATORY REPORTERS

Faculty and staff, including student advisors, not designated as confidential employees, are considered "Mandatory Reporters," who have a duty to report alleged policy violations to the Director of Title IX & Compliance or a Deputy Title IX Coordinator.

CONFIDENTIAL RESOURCES

STUDENT HEALTH SERVICES

(404) 270-5249

MacVicar Hall

COUNSELING SERVICES

(404) 270-5293

MacVicar Hall

DEAN OF CHAPEL

(404) 270-5729

Bessie Strong Religious & Spiritual
Life Center

EMPLOYEE ASSISTANCE PROGRAM

(800) 523-5668

(800) 882-7610 TTY

NATIONAL RESOURCES

**Foundation for Individual
Rights in Education
(F.I.R.E.)**

(215) 717-FIRE
www.thefire.org

**Stop Abusive and Violent
Environments
(S.A.V.E.)**

(301)801-0608
www.saveservices.org

Families Advocating for Campus Equality (F.A.C.E.)

(701) 491-8554

www.facecampusequality.org

Consent:

Affirmative, conscious and voluntary words or actions that give permission for specific sexual activity, for a particular time period.