

AFTER AN INCIDENT

COMPLAINANT RIGHTS

Seek Safety

Make sure you are safe from further harm. If you have concerns about your immediate safety, you can contact Public Safety at (404) 525-6401 on campus and local police (911) off campus.

Seek Medical Attention

Medical attention is vital, as you may have injuries of which you are unaware. If possible seek treatment at a facility where staff are specially trained to provide care for survivors of sexual and domestic violence.

Specially trained staff will discuss treatment for sexually transmitted infections (STI), emergency contraception and will use the correct methods for evidence collection.

Preserve Evidence

Individuals considering filing a college or law enforcement report of sexual misconduct, relationship violence or stalking are encouraged to preserve evidence. Examples of evidence include clothing worn during the incident including undergarments, sheets, bedding (place in a paper bag) and condoms, if used; list of witnesses with contact information, text messages, screenshots, call history, social media posts, pictures of injuries, and voice messages/memos.

Within 72 hours of a sexual assault, inquire about a forensic medical examination. If you are considering a forensic medical examination do not bathe or douche. This exam collects evidence, documents injuries, offers pregnancy testing and STI testing/treatment at no cost to the survivor.

Seek Support

Call someone you trust, such as a friend, family member or a confidential crisis line.

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

- To request support measures such as, 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 when filing a complaint;
- To a impartial, fair, and prompt review of your complaint;
- To have an advisor present throughout all phases of the campus complaint resolution process (reporting, meetings, investigations, and hearings);
- To discuss the complaint as necessary for the development of testimony or the identification of appropriate Witnesses or other evidence;
- To be fully informed of the nature, rules and procedures of the campus process to resolve the complaint;
- To participate in a hearing on the complaint, including timely notice of the hearing date, adequate time for preparation, access to all materials used in the campus proceedings to make a determination;
- To seek assistance from campus administrators in obtaining protective orders and information about how the college can enforce such orders;
- To written notice of the outcome and sanction of the hearing and appeal procedures, if applicable;
- To notify proper law enforcement authorities, including campus and local police, and receive assistance from college officials in making such reports;
- To be protected from retaliatory harassment.



Rights, Resources and Support

Sexual Misconduct, Relationship Violence & Stalking

Title IX & Compliance Office
350 Spelman College Lane, S.W., Box 1701
Atlanta, Georgia 30314
Phone: 404-270-4005
Website: www.spelman.edu/title-ix
Email: 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.
The Violence Against Women Act Amendments to Clery (2013), afford victims of sexual assault, relationship violence and stalking specific rights & support options from College officials.

FOR COMPLAINANTS

RETALIATION

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

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

Fondling : 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, and 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 or gender based misconduct may be considered a violation of the Sexual Misconduct, Relationship Violence and Stalking Policy. Examples of misconduct may include cyber-bullying, threatening or causing physical harm, discrimination and/or hazing.

NONCONFIDENTIAL

TITLE IX TEAM

Jaray Mazique, Ed.D. Milligan 2305
Director of Title IX & Compliance (404)270-5060
jaraymazique@spelman.edu

Kristin Couch Milligan 2305
Associate Director of Title IX & Compliance (404)270-5123
kcouch1@spelman.edu

DEPUTY TITLE IX COORDINATORS

Sylvia Griffin Manley 209
Dean of Students (404) 270-5242
smaddox@spelman.edu

Dr. Dolores Bradley Brennan Rockefeller 101
Provost & VP Academic Affairs (404) 270-5031
dbradley@spelman.edu

Bernadette Cohen Rockefeller 301
Director, Human Resources (404) 270-5091
bcohen@spelman.edu

LAW ENFORCEMENT REPORT

On Campus Public Safety (404) 525-6401
Off Campus Local Law Enforcement 911

MANDATORY REPORTERS

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

The Spelman Title IX & Compliance Office can assist members of the Spelman College community with filing a campus and or criminal complaints against someone from Spelman and or members of the Atlanta University center community. Individuals may also file complaints regarding Spelman's response to sex discrimination with the US Department of Education by telephone at 800-421-3481 or by email at OCR@ed.gov.

CONFIDENTIAL RESOURCES

STUDENT HEALTH SERVICES

(404) 270-5249
MacVicar Hall
dlloyd@spelman.edu

COUNSELING CENTER

(404) 270-5293
MacVicar Hall
counseling@spelman.edu

DEAN OF CHAPEL

(404) 270-5729
Bessie Strong Religious & Spiritual Life Center

EMPLOYEE ASSISTANCE PROGRAM

(800) 523-5668
(800) 882-7610 TTY

LOCAL RESOURCES

Grady Hospital Partnership Against Domestic Violence
Rape Crisis Center (404) 616-4861
(404) 873-1766

Day League Atlanta Volunteer Lawyers Foundation
(DeKalb Rape Crisis Center) 404-521-0790
(770) 203-1235

NATIONAL HOTLINES

National Sexual Assault Hotline (800)656-HOPE
National Domestic Violence Hotline (800)799-7233