

RESPONDENT RIGHTS

RESOLUTION PROCESS

As a member of 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 a 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 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 during this process;
- To have an advisor present throughout all phases of the campus complaint resolution process meetings, investigations, and hearings;
- 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 written notice of the outcome and sanction of the hearing and appeal procedures, if applicable;
- To be protected from retaliatory harassment;
- To have campus complaint investigated and adjudicated without bias.

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

WHAT SHOULD I DO NOW?

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 Processes,.



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
Phone: 404-270-4005
Website: [spelman.edu/title-ix](https://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.

FOR REPENDENTS

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 & (404) 270-5031
VP Academic Affairs dbradley@spelman.edu

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

LAW ENFORCEMENT REPORT

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

CONFIDENTIAL RESOURCES

STUDENT HEALTH SERVICES

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

COUNSELING SERVICES

(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

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.