

## YOUR 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:

- The right to be treated with respect by college officials;
- The right to be informed of and have access to campus resources for medical, counseling, and advisory services;
- The right to be fully informed of the nature, rules and procedures of the campus conduct process and to a timely written notice of all alleged violations within the complaint, including the nature of the violation and possible sanctions;
- The right to a hearing on the complaint, including timely notice of the hearing date, and adequate time for preparation;
- The right to an objective and impartial hearing;
- The right to have an advisor present during the campus resolution process to include; meetings, investigations and hearings;
- The right to present evidence and/or witnesses with personal knowledge of the circumstances;
- The right to respond to/or challenge evidence used in the hearing process;
- The right to a hearing closed to the public;
- The right to a fundamentally fair hearing, as defined in the Sexual Misconduct Complaint Resolution Process;
- The right to have College policies and procedures followed without material deviation;
- To be protected from retaliatory harassment;
- The right to a written notice of the outcome and sanction of the hearing and appeal procedures, if applicable.

## SUPPORT

It can be confusing, overwhelming and difficult to handle when you or someone you know has been accused of misconduct, especially misconduct of a sexual nature. However, there is help and you do not have to do this alone. The Title IX Team is available to explain Spelman's Policy on Sexual Misconduct & Complaint Resolution Process,.

Individuals accused of sexual misconduct may want to seek confidential resources or contact national resources for information, legal advice and support.

## 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 Process.

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.



# Rights, Resources and Support

## For Respondents

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](http://spelman.edu/title-ix)  
[titleixteam@spelman.edu](mailto:titleixteam@spelman.edu)



### Consent:

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

# PROHIBITED CONDUCT

The following definitions apply to all our students, faculty and staff of Spelman College. A more expansive list of policy definitions can be found in Spelman's Sexual Misconduct Policy.

## Consent

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

## 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 or intimate partner of the complainant, by a person with whom the complainant shares a child in common; by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner; by a person similarly situated to a spouse of the complainant under the domestic family violence laws of the jurisdiction in which the crime of violence occurred.

## Sexual Exploitation

A non-consensual or abusive sexual advantage of another for his/her advantage or to the benefit or advantage anyone other than the one being exploited.

## Sexual Harassment

Unwelcome conduct of a sexual nature that is sufficiently serious to interfere with or deny a student's ability to participate in or benefit from a school's educational programs or an employee's ability to function effectively in the workplace.

## Stalking

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

## Other Offenses

Other misconduct may be considered a violation of the Policy on Sexual Misconduct, when sex or gender based. Examples of conduct include cyber bullying threatening or causing physical harm, discrimination and/or hazing.

# NONCONFIDENTIAL

Faculty, staff, and student organization advisors are considered "Responsible Employees" who have a duty to report sexual violence to the Title IX Officer.

## TITLE IX TEAM

### Nicole Johnson

Title IX & Compliance Director  
Milligan 2305  
(404)270-5060

### Latishia James

Assistant Director, Title IX Assistant/Web  
Prevention & Response Content Specialist  
Milligan 2305  
(404)270-5123 (404)270-4005

## DEPUTY TITLE IX COORDINATORS

**Fran'cee Brown-McClure, Ph.D.** Manley 210  
Dean of Students (404) 270-5133

**Sharon Davies, Ph. D** Rockefeller 101  
Provost & (404) 270-5031  
Vice President, Academic Affairs

**Bernadette Cohen** Rockefeller 301  
Director, Human Resources (404) 270-5091

## LAW ENFORCEMENT REPORT

**On Campus**  
Public Safety  
(404) 525-6401

**Off Campus**  
Local Law Enforcement  
911

# CONFIDENTIAL RESOURCES

## STUDENT HEALTH SERVICES

(404) 270-5249  
MacVicar Hall

## COUNSELING SERVICES

(404) 270-5293  
MacVicar Hall

## DEAN OF CHAPEL

(404) 270-5728  
Bessie Strong Religious & Spiritual  
Life Center

## EMPLOYEE ASSISTANCE PROGRAM

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

## SEXUAL MISCONDUCT HOTLINE

(678) 873-5884  
Available 24 hours a day

## NATIONAL RESOURCES

Foundation for Individual Rights in Education (F.I.R.E.) (215) 717-FIRE	Stop Abusive and Violent Environments (S.A.V.E.) (301)801-0608
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## RETALIATION:

Spelman College prohibits retaliation against any individual who files a complaint, serves as a witness in the review of a complaint or provides support to a complainant or reporting agency.