

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, fair, and impartial hearing as defined in the Sexual Misconduct Complaint Resolution Process;
- 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 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.



Rights, Resources and Support

For Respondents

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.

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 following behaviors violate the Spelman College Policy prohibiting sexual misconduct, dating violence, domestic violence and stalking. The complete Sexual Misconduct Policy, including examples of prohibited conduct and Complaint Resolution Procedures are available at www.spelman.edu/title-ix/

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; a person similarly situated to a spouse of the complainant under the domestic family violence laws of the jurisdiction in which the violence occurred.

Nonconsensual Sexual Contact

Any intentional touching of intimate body parts, however slight, by a person upon another person without consent and/or by force.

Nonconsensual Sexual intercourse

Any sexual penetration, however slight, by a person upon another person with any object or body part without consent and/or by force.

Sexual Exploitation

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

Sexual Harassment

Unwelcome conduct of a sexual nature that is sufficiently pervasive or severe to interfere with or deny a person's ability to participate in or benefit from the College's educational programs or 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 Sexual Misconduct Policy, when sex or gender based. Examples of conduct may include cyber-bullying, threatening or causing physical harm, discrimination and/or hazing.

NON-CONFIDENTIAL

TITLE IX TEAM

Nicole Johnson

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

Kristin Couch

Assistant Director,
Prevention & Response
Milligan 2305
(404)270-5123

Reona Blankumsee

Outreach & Education
Coordinator
Milligan 2305
(404)270-4005

DEPUTY TITLE IX COORDINATORS

Dean of Students *Students*

Manley 210
(404) 270-5133

Sharon Davies, Ph. D

Provost &
Vice President, Academic Affairs
Faculty

Rockefeller 101
(404) 270-5031

Bernadette Cohen

Director, Human Resources
Staff

Rockefeller 301
(404) 270-5091

LAW ENFORCEMENT REPORT

On Campus

Public Safety
(404) 525-6401

Off Campus

Local Law Enforcement
911

RESPONSIBLE EMPLOYEES

Faculty and staff, including student advisors, not designated as confidential employees, are considered "Responsible Employees," who have a duty to report alleged sexual misconduct to the Title IX & Compliance Director 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

24-HOUR CONFIDENTIAL RESPONSE LINE

(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

Consent:

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