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.
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.