

Tuskegee University Sexual Misconduct Policy

Applies to: Faculty, staff, student employees, students, volunteers, vendors, contractors, and visitors

Tuskegee University is dedicated to the free exchange of ideas and the intellectual development of all members of its community. For this exchange and development to take place freely within our education culture, the University fosters a positive learning, working, and living environment that promotes the confidence to work, study, innovate and perform without fear of sexual misconduct. Sexual misconduct violates the dignity of individuals and will not be tolerated. Tuskegee University is committed to eliminating and preventing sexual misconduct and sexual harassment, and to fostering an environment of respect for all individuals.

GENERAL STATEMENT OF POLICY

SEXUAL MISCONDUCT, SEXUAL HARASSMENT, AND SEXUAL ASSAULT ARE PROHIBITED BY TUSKEGEE UNIVERSITY. *

This sexual misconduct policy governs the conduct of all members of the Tuskegee University community. Any of these members to have violated this policy by engaging in sexual misconduct, including retaliation, will be subject to appropriate disciplinary or corrective action which may include, but not limited to dismissal, expulsion, termination of employment, termination of contract, removal from campus, or other revocation of privileges on Tuskegee University's campus. Any act that falls within the definition of sexual misconduct, including gender-based harassment, constitutes a violation of Tuskegee University policy. In addition to violating University policy, sexual misconduct might also constitute criminal activity. **Tuskegee University strongly encourages all members of our campus community to report instances, concerns, or complaints of sexual misconduct.**

This policy covers both on-campus and off-campus conduct.

Tuskegee University places a high premium on confidentiality whenever possible. In certain circumstances members of the University community are mandated by Alabama law to report accusations of wrongdoing, particularly involving minors.

* **Definition of Sexual Misconduct:** Sexual Misconduct, Sexual Harassment and Sexual Assault include any sexual act that occurs without the effective consent of the other party and includes the following: rape, intimate partner violence, stalking, cyber-stalking, engaging in indecent exposure, sexual exploitation, unwelcome sexual behavior, and any other conduct of a sexual nature, or has the purpose or effect of threatening, intimidating, or coercing a person or persons.

UNIVERSITY CONTACTS FOR REPORTING AN INCIDENT OF SEXUAL MISCONDUCT OR SEXUAL HARASSMENT

Tuskegee University takes all incidents of sexual misconduct very seriously. Note: A student may seek and receive support services from the Office of Student Counseling or the Student Health Clinic *without making a formal complaint*. The following persons have been designated to handle inquiries, complaints and reports of sexual misconduct:

a. Student inquiries and filing reports:

Title IX Coordinator

Kasey Robinson, J.D.
206 Kresge Center
Phone: (334) 727-8026
krobinson@mytu.tuskegee.edu

Deputy Title IX Coordinator

Shantay N. Bolton, Ph.D., MBA (Employees)
Human Resources Department
Kresge Center Suite 101
Phone: (334) 727-8510
sbolton@mytu.tuskegee.edu

Title IX Investigator

Lieutenant Daniel Motley (Guest/Visitors)

University Police Station

Phone: (334) 727-8757

motleyd@mytu.tuskegee.edu

Many forms of sexual harassment, sexual assault and sexual misconduct are also prohibited by Alabama and federal law, including U.S. Department of Education Office for Civil Rights (OCR) in the Higher Education Amendments of 1972, Title IX, and the OCR "Dear Colleague Letter" dated April 4, 2011 and the Alabama Mandatory Child Abuse and Neglect Reporting Law, Title 26, Chapter 14.

Updated: 08/12/15