

## ABAC/USG Sexual Misconduct Policy (including Title IX)

### FIFTEEN IMPORTANT FACTS ABOUT THE POLICY & FEDERAL LAW

1. ABAC is committed to the USG Sexual Misconduct Policy, and the institution takes ongoing actions to ensure compliance from all institutional stakeholders including students, employees, visitors, alumni, and others that interact with the institution.
2. Reporting of issues is critical to ensuring compliance with the USG Sexual Misconduct Policy. All employees of ABAC are considered Mandatory Reporters, with the exception of the ABAC Health Clinic and the ABAC Counseling Center. All students and other stakeholders are encouraged to report issues in a timely manner, though there is no statute of limitations for reporting alleged violations of the USG Sexual Misconduct Policy.
3. USG Sexual Misconduct Policy applies to issues that occur on ABAC property and related to ABAC sanctioned events such as classes, field trips, special student trips such as athletics and music. The USG policy also includes jurisdiction over issues that occur off ABAC property and not related to ABAC sanctioned events. *However, federal Title IX law and specific Title IX policy applies only to ABAC property and ABAC sanctioned events.*
4. Formal investigations into alleged violations of the USG Sexual Misconduct Policy may be referred to the Human Resources Department and/or Student Affairs if an issue is determined to be a violation of another USG policy but does not meet the threshold to be determined to be a violation of the USG Sexual Misconduct Policy.
5. ABAC has a defined organizational structure whose purpose is to provide education and awareness to stakeholders, and to respond appropriately to issues that are reported related to alleged violations of the USG Sexual Misconduct Policy. We have the Title IX Coordinator responsible for education and oversight of the Title IX process, three (3) Deputy Coordinators who provide intake of complaints, and two Investigators that conduct investigations. We also have trained Advisors to assist both Complainants and Respondents, and trained Panelists who are the decision makers via a formal hearing.
6. Complainants must provide a request in writing for the college to initiate an investigation into an alleged violation of USG Sexual Misconduct Policy unless there is deemed an imminent serious threat to the college. This may be made via email to the Coordinator or any Deputy Coordinator, or by completing a CARE format the following link <https://www.abac.edu/careteam/>

7. Complainants may also file a criminal complaint with the ABAC Police Department in addition to, or in lieu of an institutional complaint if the issue has the potential to be a legal issue.
8. The USG policy provides due process to both parties. The institution offers support mechanisms to both parties including access to the confidential Office of Counseling and Accommodation Services and the confidential ABAC Health Clinic.
9. All new students and new employees are required to complete related training via the online training by Everfi.
10. Annual training is conducted with all ABAC Housing personnel, Sodexo, ABAC Dining, Academic Deans and all full-time faculty, Athletic Coaches and student athletes, and Greek organizations.
11. During the annual USG Ethics Awareness Week, key conduct policy reminders including the USG Sexual Misconduct Policy, USG Amorous Relationship Policy, and USG Non-Discrimination policy are sent to all ABAC employees via email.
12. Student on student issues are frequently resolved by informal resolutions, providing they are approved by both parties and the institution. Employee on student issues cannot be resolved by an informal resolution but require a formal hearing.
13. Appeal processes at the institutional level are available to both Complainant and Respondent, as well as a final appeal process to the USG Board of Regents is available to both parties.
14. ABAC's Title IX Office has a direct link to the USG Title IX Office and the USG Legal Affairs Office, and routinely interacts with both USG system offices to answer complex technical policy questions and to ensure compliance with USG Policy and federal law.
15. ABAC has a dedicated Title IX website that provides important contact information and resources for Complainants and Respondents at <https://www.abac.edu/titleix/>