



Birmingham-Southern College

Sexual Misconduct: Important Information for Students

What should I do if I have experienced any type of sexual harassment or misconduct?

- If you are in immediate danger on-campus or desire immediate assistance, call Campus Police at (205) 226-4700. Dial 911 if you are off-campus.
- Seek a safe place.
- Connect with someone you trust for immediate support.

Who can I turn to for confidential help?

Each of these campus and local resources can provide you with confidential support, and have no obligation to report information to other campus or local law enforcement or judicial authorities.

BSC Counseling Services	205-226-4717	Norton Campus Center, 2 nd Floor
BSC Health Services	205-226-4717	Norton Campus Center, 2 nd Floor
BSC Chaplain	205-226-4760	Norton Campus Center, 1 st Floor
Campus Advocates	See online info	Across campus
The Crisis Center, Inc.	205-323-7273	Off-Campus (24-hr hotline; for sexual assault)
Magic City Acceptance Center	205-774-1173	Off-Campus (LGBTQ resources)
YWCA, Central Alabama	205-322-4878	Off-Campus (for domestic/dating violence, stalking)

Who else can I turn to for support, besides family and friends?

BSC faculty and staff, including coaches, and any other member of the campus community whom you trust can provide support to you. In addition, there are number of faculty and staff who have been trained more thoroughly in supporting individuals who have experienced a crisis and in understanding how BSC responds in these situations. These Student Advocates are available at any time. You can use the Student Advocate resource link on the BSC Title IX Resources webpage to contact the current members of this group.

Employees of the College who support you are encouraged to refer you to any available resource that can be helpful, as well as report information they hear regarding sexual harassment and other forms of misconduct to various College officials who can respond further. They can assist you in making a report if you wish to do so, or make a report on your behalf. They are not required to report anything, however. Reporting is not equivalent to a formal complaint leading to further judicial actions, but is intended to inform appropriate College officials who can provide supportive measures for you (see reverse for relevant information).

What are my options for reporting an incident?

You have the right to choose whether you will report an incident, and once reported, whether you will participate in any potential investigation and conduct hearings or other resolution methods. Reporting is simply the first step in seeking formal supportive measures from BSC, beyond those resources noted above.

You may choose one or more of the following options:

- To choose NOT to submit any information to any campus or local authority
- To submit information directly or indirectly to BSC Campus Police or Student Development officials as a campus incident report
- To submit information directly to a College official as a formal complaint now, or following an initial report and learning more about the process
- To submit information to the Birmingham or other jurisdictional Police Department for a formal report

How do I report?

You may contact the following individuals or entities to file a report:

David Eberhardt VP for Student Development 205-226-4731 deberhar@bsc.edu Norton 230	Dana Bekurs Assoc. Dean of Students 205-226-4725 dwbekurs@bsc.edu Norton 226	Campus Police* 205-328-9311, or 911 campuspolice@bsc.edu Student Services 270 (*CP can assist with law Enforcement reporting)
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What are supportive measures?

Supportive measures are free, individualized services designed to restore or maintain your ongoing access to all educational activities, protect your safety, and prevent further misconduct. Areas covered by supportive measures potentially include academics, living arrangements, working situations, transportation, and other vital issues when reasonably available. While some measures are available without a report, such as counseling support, others listed here may occur following an initial report. You are not required to make a formal complaint to receive supportive measures.

Examples of supportive measures include, but are not limited to:

- No contact directives
- Change in class schedule, including the ability to drop a course without penalty or to transfer sections, as well as changes in the class schedule of individuals alleged to have engaged in sexual misconduct where appropriate
- Rescheduling of exams or assignments
- Providing alternative course completion options
- Change in work schedule or job assignment
- Housing reassignment
- Adjustments to dining arrangements
- Assistance from College support staff in completing housing relocation

What are my rights in a BSC sexual harassment grievance (conduct) process?

If you elect to submit a formal complaint, next potential steps include an investigation and a hearing or informal resolution. The investigation, hearing, and informal resolution process will be explained in further detail following an initial report. Regardless of what steps you eventually choose, you are afforded a number of essential rights in the conduct process, including but not limited to:

- The right to participate or not participate in the potential campus investigation and hearing process. Lack of participation will remove the inclusion of any information you have shared, however.
- The right to be informed of the ongoing steps in an investigative and hearing process, simultaneous to other individuals directly involved in the matter.
- The right to an advisor, whom BSC can provide you if you so choose. Who can serve as an advisor and their various roles will be more fully explained by College officials following an initial report.
- The right to have an attorney present during the investigation and/or hearing process. An attorney can advise you and can speak on your behalf in defined ways, such as asking questions in a hearing.
- The right to an investigative report, and the opportunity to review the report for at least 10 days and comment on it prior to it being included in materials for a hearing.
- The right to be notified of a hearing at least 10 days prior to its occurrence
- The right to be present throughout the hearing, except during the hearing board's deliberations, call witnesses, and have questions asked on your behalf.
- The right to be informed of the hearing outcome, including findings and possible sanctions, and to appeal the outcome.