

# Rights of the Complainant and Respondent

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UAB's Procedures for the investigation, adjudication, and resolution of sexual misconduct complaints brought against students are designed to be accessible, prompt, equitable, and impartial. Throughout this process, both the complainant and respondent have the following rights:

- To be treated with respect, dignity, and sensitivity.
- To receive appropriate support from the University.
- Privacy to the extent possible, consistent with applicable law and University policy.
- Information about the University's Title IX Policy.
- The presence of an Adviser throughout the process.
- To participate or to decline to participate in the investigation or complaint resolution process. However, a decision not to participate in the process either in whole or in part will not prevent the University from proceeding with the information available.
- A prompt and thorough investigation of the allegations.
- Adequate time to review documents in the Title IX Coordinator's report following the investigation.
- To appeal the investigation decision or any sanctions imposed.
- To challenge a Hearing Panel member(s) for a possible conflict of interest.
- To refrain from making self-incriminating statements. A resolution, however, will be determined with the information made available by the parties.
- To appeal the decision made by the Hearing Panel to the VP for Student Affairs.
- Notification, in writing, of the case resolution, including the outcome of any appeals.
- For the Complainant, to report the incident to law enforcement (including the UABPD or with the police department in the jurisdiction in which the sexual misconduct occurred) at any time.

UAB will disclose information about its investigation and resolution of sexual misconduct complaints only to those who need to know the information in order to carry out their duties and responsibilities. It will inform all University personnel participating in an investigation, proceeding, or hearing that they are expected to maintain the privacy of the process. This does not prohibit either a Complainant or Respondent from obtaining the assistance of family members, counselors, therapists, clergy, doctors, attorneys, or other resources.