

Scope

This Policy applies to all students, residents, employees, including faculty staff, and post-doctoral, and to others, as appropriate, with respect to activities occurring on University premises or property and University-related activities occurring off-campus, including University programs outside the United States, that substantially effects the University's community interest. This Policy also applies to the activities of recognized student organizations, including, but not limited to, fraternities, sororities, social clubs and organizations. It also applies to persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University. Likewise, reports of Prohibited Conduct committed by a University student or employee at a location other than University property may be covered under this Policy. Conduct under this Policy is prohibited regardless of sex, gender identity, gender expression, or sexual orientation.

This Policy pertains to acts of Prohibited Conduct committed by or against Students, Employees and Third Parties when:

- the conduct occurs on campus or property owned or controlled by the University
- the conduct occurs in the context of a University employment or educational program or activity, including, but not limited to, University-sponsored study abroad, research, on-line, or internship programs; or
- the conduct occurs outside the context of a University employment or educational program or activity, but has continuing adverse effects on or creates a hostile environment for students, employees or third-parties while on campus or University property owned or controlled by the University or in any employment or education program or activity.

The University recognizes that discrimination and harassment related to a person's sex can occur in connection with misconduct related to a person's sexual orientation, gender identity, or gender expression, race, color, ethnicity, national origin, religion, age, disability, or other protected class. This conduct is also a violation of state and federal law and University Policy. Under these circumstances, the University will endeavor to coordinate the investigation and resolution efforts of sexual misconduct complaints with the investigation and resolution of complaints of discrimination or harassment based on other protected classes. Even if the Policy does not apply to the conduct because of its location, the University will take prompt action to provide for the safety and well-being of the Complainant and the broader campus community.

The accompanying Procedures for the Resolution of Sexual Misconduct Complaints against Students ("Student Procedures"), describe the investigation and conduct process that applies when a current undergraduate, graduate, or professional student at UAB (including a student on leave) is accused of sexual misconduct. If a UAB faculty or staff member, or other person doing business with UAB is accused of sexual misconduct, the investigation and conduct processes described in UAB's Procedures for the Resolution of Sexual Misconduct Complaints against Faculty, Staff, Affiliates, and Non-Affiliates ("Faculty and Staff Procedures") apply.