



AUBURN

RESOURCE GUIDE

Notice of Rights and Options for Auburn
Students, Faculty, and Staff Impacted by
SEXUAL MISCONDUCT



We are here for you.

Auburn University is committed to providing a respectful, safe, and inclusive community that is devoid of discrimination, discriminatory harassment, and sexual or interpersonal violence. This guide provides an overview of the supportive measures and reporting options for Auburn students and employees impacted by sexual misconduct, which includes sexual assault, sexual harassment, domestic violence, dating violence, and stalking. These types of offenses are prohibited under the Auburn Title IX Sexual Harassment Policy and Policy Against Discrimination and Harassment, found at [aub.ie/eoc](https://aub.edu/eoc).

If you have experienced sexual misconduct,
remember we are here for you.

Immediate Help

Contact Law Enforcement

We strongly encourage those who have experienced sexual or intimate partner violence or stalking to report it to local law enforcement. It is always the survivor's choice whether to report the incident.

Call 911 (for emergencies, immediate safety concerns, or crimes in progress)

Call 334-501-3100, option 1 (in Auburn, for delayed crimes or general safety concerns)

Contact Confidential Advocacy and Support

For immediate confidential crisis intervention or support:

Call Safe Harbor Victim Advocacy 24/7 Hotline: 334-844-7233

Accessing Medical Care

We strongly recommend survivors of any type of assault seek medical attention as soon as possible or within 72 hours (three days) of the incident. A medical professional can provide an examination, offer medical treatment, and discuss the prevention of pregnancy and sexually transmitted infections if applicable.

Preserving Evidence

Survivors of sexual assault can also participate in a Sexual Assault Nurse Examiner (SANE) exam within 72 hours of the incident in Alabama. A SANE exam is conducted by a trained nurse to collect physical evidence and document injuries. These exams are available free of charge and can be conducted anonymously or with your information shared with law enforcement. We advise preserving all physical evidence and avoiding activities such as changing clothes, bathing, showering, douching, using the bathroom, brushing your teeth, drinking liquids, washing your hands or face, or combing your hair before the SANE exam. If you change clothes, use a paper bag instead of plastic to preserve the evidence.

Not all experiences of intimate partner violence cause visible injuries. If visible injuries are present, it can be helpful to document them with photographs if it is safe to do so. If you have experienced stalking or harassment, it can be helpful to retain any evidence of that behavior, including documentation of any unwanted communication (whether written, verbal, or electronic), social media posts, gifts, etc. Keep a log of all contact and concerning behavior.

Preserving evidence and participating in a SANE exam does not mean you must pursue criminal charges, but it can help keep that option open. You can always request that an advocate accompany you to a SANE exam by calling Safe Harbor at 334-844-7233.

Ensuring Your Safety

If you are concerned about your safety, we urge you to request support. Resources are readily available to help you with safety planning, obtaining a Protection from Abuse order, or reporting to law enforcement if you wish to do so. In addition to these options, Auburn University offers a no-contact directive that can be requested through the Equal Opportunity Compliance, or EOC Office. A no-contact directive prohibits any verbal, physical, or written contact between you and another person for a definite or indefinite period, without requiring you to file a formal complaint.

If you need additional protection from domestic or dating violence, you may consider obtaining a Protection from Abuse (PFA) order, which is a court order that can provide legal protection against abusive behavior. In Alabama, victims of domestic violence by a current or former spouse, dating partner, or family member are eligible to apply for a PFA order. To initiate the process, you can go to the Lee County Courthouse, file a petition with the circuit clerk, and provide information about yourself, the abuser, and the type of abuse or harassment you have experienced. A PFA order can prohibit the abuser from contacting or coming near you, order the abuser to stay away from your home, regardless of who owns the home, and grant you temporary custody of any children you have with the abuser. Violating a PFA order may result in fines and/or jail time. If you obtain a Protection from Abuse or other court-ordered restraining order, please provide Campus Safety with a copy. They will ensure Auburn Police and the EOC Office are aware. Auburn Police will uphold such lawfully issued orders and enforce them. It is essential to prioritize your safety and protect yourself from harm. The resources listed on this page can assist you with safety planning.

Campus Resources

Confidential

Safe Harbor (Victim Advocacy Office)

Harold D. Melton Student Center, Suite 1206
255 Heisman Drive | Auburn University, AL 36849
334-844-7233 (24/7 Hotline) | safeharbor@auburn.edu

Non-Confidential

Campus Safety and Security

543 W Magnolia Ave., Auburn, AL 36849
334-844-8888 | campussafety@auburn.edu

Office of Equal Opportunity Compliance

317 Foy Hall, 1310 Wilmore Dr., Auburn University, AL 36849
334-844-4794 | eoc@auburn.edu

Community Resources

Confidential

Domestic Violence Intervention Center

334-749-1515 | dvicsafefhouse@gmail.com

Rape Counselors of East Alabama

334-705-0510 | rceaoutreach@gmail.com

Non-Confidential

Auburn Police Department

543 W Magnolia Ave. (AU Precinct), Auburn, AL 36849
911 | Non-Emergency: 334-501-3100

Lee Country Sheriff's Office

1900 Frederick Rd., Opelika, AL 36801
334-749-5651

Opelika Police Department

501 S 10th St., Opelika, AL 36801
911 | Non-Emergency: 334-705-5200



Academic, Housing, Transportation, Employment & Other Supportive Measures

The University has resources to help those who have experienced sexual misconduct obtain reasonably available supportive measures. These measures are available regardless of whether the person who requests them files a complaint with the University or through the criminal justice system.

Supportive measures are individualized services, accommodations, and other assistance that the University offers and may put in place, without fee or charge. They are available to members of the University community impacted by sexual misconduct and are designed to address safety, well-being, and access to the University's programs and activities. Supportive measures are voluntary and may be modified or discontinued at any time at the request of the individual.

Overview of Supportive Measures

A wide variety of supportive measures are available, including:

- Academic accommodations, such as rescheduling exams, adjusting class schedules to avoid contact with the perpetrator of violence, etc.
- Change in living arrangements, such as changing floors or residence halls
- Change in work situation, such as relocation to provide a more private or secure location, additional security measures, etc.
- Contact restrictions
- Change in transportation arrangements, such as parking in a different location
- Assistance in reporting to on- or off-campus law enforcement or in initiating University disciplinary proceedings

The following offices can arrange supportive measures:

Confidential

Safe Harbor (Victim Advocacy Office)

Harold D. Melton Student Center, Suite 1206
255 Heisman Drive | Auburn University, AL 36849
334-844-7233 (24/7 Hotline) | safeharbor@auburn.edu

Non-Confidential

Campus Safety and Security

543 W Magnolia Ave., Auburn, AL 36849
334-844-8888 | campussafety@auburn.edu

Office of Equal Opportunity Compliance

317 Foy Hall, 1310 Wilmore Dr., Auburn University, AL 36849
334-844-4794 | eoc@auburn.edu

Human Resources

(for employees only)

Contact your HR Liaison at aub.ie/hrliais.



Reporting and Investigation Options and Information

You can report sexual misconduct to the police, the University, both, or neither. Campus and community resources are available if you wish to speak with someone about an incident and discuss your options for reporting. Reporting prohibited conduct to the University or law enforcement is a personal choice only you can make.

Reporting the incident as soon as possible—and, for sexual assault cases, having a SANE exam performed within 72 hours—is critical in preserving evidence and allowing law enforcement and the University to respond effectively, but you can report an incident at any time. You can report an incident to law enforcement before, during, or after an investigation or a resolution of the incident by the University. You have the right to decline to report the incident to law enforcement. If you decline, you can still access medical care, counseling, and other support from the University.

Reporting an Incident to Law Enforcement

We hope you will consider reporting any incident to the police. While there is no way to change what has happened, you have the right to seek justice, but the decision to report or not is yours to make. You are not legally obligated to report, and Auburn University will support your decision.

If you think you might want to pursue prosecution but are still unsure, we recommend that you request a SANE exam and make the police report right away, while the evidence is still present and your memory is detailed. We urge you to preserve any evidence that might be relevant to the incident, including your clothing, bed linens, photographs, social media posts, text messages, or other information related to the incident. If you have a SANE exam but choose not to make an immediate police report, the hospital or medical clinic will store the SANE examination materials for up to 90 days so they can still be matched to a police report if you file one during that time. If you file a police report, in most cases, the police will come to you and take a statement about what occurred. In addition, police may ask to examine the scene and collect bedding, clothing, or other items as physical evidence.

The police interview may take several hours, depending on the circumstances. Some questions will probably feel intrusive, and the officer will likely go over the details several times. The extensive questioning is not because the police do not believe you but because it is their job to write every detail down precisely. Due to the traumatic effect of sexual assault on survivors, multiple interviews may be required to get all the pertinent details. This is not unusual, and investigators are trained to expect gaps in memory due to trauma immediately after the assault. Investigators understand that as time

passes, additional memories may become clearer. Throughout the process, law enforcement officials will keep you aware of the progress of your case.

The District Attorney will decide whether to pursue prosecution; however, it is unusual for cases to proceed without the cooperation of the victim. Reporting the incident to law enforcement does not obligate you to cooperate with any criminal prosecution. If prosecution is pursued, the chance of success will be much higher if you reported and allowed evidence to be collected. If you report the incident to the police, they will contact the Equal Opportunity Compliance Office and a University official will reach out to you regarding support, information, additional resources, and procedures that the University has in place to address these types of incidents. The police will also provide you with a list of available resources and offer to contact a Safe Harbor or community advocate to be present during your questioning if you choose.

Reporting an Incident to Auburn University

Reporting sexual misconduct to the University empowers you to obtain the care and support you need and enables the University to respond appropriately, including conducting an equitable investigation. To report an incident of sexual misconduct to the EOC Office, you can call 334-844-4794, submit a report online at aub.ie/report, or email the office at eoc@auburn.edu. The Equal Opportunity Compliance Office refers to people who are survivors of sexual misconduct as “complainants” and the perpetrators of sexual misconduct as “respondents.” If you disclose an incident of sexual misconduct to the University (by telling a mandatory reporter or meeting with the EOC Office), the Equal Opportunity Compliance Office will reach out to you to identify several resources and to offer to discuss your options under University policy. Meeting with EOC is optional and never required. You can always request that a Safe Harbor advocate or other support person attend any meetings that you have with EOC.

If you disclose the sexual misconduct to other University officials—except Safe Harbor, Student Counseling and Psychological Services, the Auburn University Medical Clinic, the Employee Assistance Program, or the University Ombuds Office—they are required to report the incident to EOC, and you will receive a letter from the office offering supportive measures and resources. You can request a No Contact Directive between you and the respondent even if you do not file a formal complaint.

After meeting with EOC, it will be your decision if you want to file a formal complaint against the respondent. Note that you can only file a formal complaint against the respondent through the EOC Office if the incident occurred on campus or, if the incident occurred off campus, the respondent is affiliated with Auburn University. To file a formal complaint, you will submit a form via email to EOC that includes a written narrative of the sexual misconduct that you have experienced.

After you submit the formal complaint form, EOC will investigate the alleged sexual misconduct by interviewing you, the respondent, and witnesses and collecting any relevant evidence (e.g., messages, social media posts, photos). You have the right to an advisor of your choice throughout the investigative process. You can choose your own advisor or ask the EOC to appoint you an advisor free of charge. EOC uses a preponderance of the evidence standard when determining if a respondent is responsible for sexual misconduct, which means that the conduct must be more likely than not to have occurred. If the respondent is found responsible, the University can issue sanctions ranging from the respondent not being able to attend events where the complainant is present to suspension, expulsion, or termination from the University. There are three avenues through which a EOC case can be resolved. When you meet with EOC, you can learn more information about each avenue, which include:

- **Formal Resolution** – This option includes a formal hearing with a hearing officer during which both parties will have the opportunity to make opening statements, cross-examine the other party, and make closing statements. This option can result in more severe sanctions for the respondent, including suspension, expulsion, or termination.
- **Informal Resolution** – This option is an informal agreement between both parties and all allegations are considered resolved and will not be subject to further investigation, adjudication, or discipline if both parties can come to an agreement. This option does not include a formal hearing. The complainant and respondent must both agree to participate in informal resolution. If the informal resolution is unsuccessful, the matter will go through the formal resolution process.
- **Administrative Resolution** – This option includes a formal hearing without cross-examination where parties meet with the administrative officer individually and the respondent cannot be suspended or expelled. Both parties must consent to administrative resolution, and the consent may be withdrawn any time before the hearing officer's final determination is made.

Regardless of your choice, the University will provide you with care and support even if its ability to investigate the incident and pursue disciplinary or other remedial action is limited. More information about the EOC reporting process and policies can be found at aub.ie/eoc. You can also view a flowchart of the process at the end of this booklet if you would like additional information.

Confidentiality and Privacy

Confidentiality and privacy are different. Confidentiality is limited to someone who, by law, can keep the information confidential. Confidential resources at Auburn are Safe Harbor, the Student Counseling and Psychological Services Center, the Employee

Assistance Program, Ombuds Office, and the Auburn University Medical Clinic. You can learn about your options for reporting and other resources from these confidential resources.

Other University employees who are not confidential resources will protect the privacy of your report to the maximum extent possible under the circumstances and will share the information you reported only within the limited circle of University employees who need to be involved in responding to the report, such as Campus Safety and Security and the EOC Office.

Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, commonly known as the Clery Act, is a federal law requiring all higher education institutions that receive federal financial aid to report crime statistics and make other disclosures to their communities. This includes statistics related to sexual assault, dating violence, domestic violence, and stalking that occur on Auburn-owned or controlled property. If a crime is reported that could be an ongoing threat to the campus community, Campus Safety and Security will issue a timely warning or safety notice about this threat. This notification is intended to help protect the safety of the campus community and may contain information surrounding the details of the incident; however, it will not contain any personally identifiable information of a victim or survivor.

Certain individuals on campus who are designated campus security authorities, or CSAs, are required to submit reports of crime to Campus Safety and Security. Campus Safety and Security maintains a publicly available log of all reported crimes at auburn.edu/crimelog. Not all reported incidents result in a safety notice to the community. For questions about Clery statistics, CSAs, or the crime log, contact Campus Safety and Security at 334-844-8888.

Retaliation

Auburn University prohibits retaliation against anyone who reports sexual harassment, sexual assault, or other sexual misconduct. The University will take reasonable steps to prevent retaliation and will take strong responsive action if retaliation occurs.

Medical Assistance Policy

The University does not want the use of alcohol or other drugs to prevent reporting. If you experience sexual misconduct, the University will not pursue disciplinary charges against you for personal consumption of alcohol or other drugs at the time of the incident. If you have any questions regarding the Medical Assistance Policy, please visit aub.ie/medassist.

Resource Reference Guide

As soon as you are in a safe place, talk to someone you can trust about the incident—like a family member, friend, or counselor. There are resources both on campus and in the community that can assist you.

CONFIDENTIAL RESOURCES

The following resources will not report the incident to the police or the EOC Office. There are legal protections for the discussions you have with confidential resources.

Campus Resources

[Safe Harbor](#)

aub.ie/safeharbor

334-844-7233 (24-hour)

Provides free and confidential support on campus to Auburn University students and employees who have experienced sexual or relationship violence. This support includes assistance navigating reporting options, academic assistance, medical advocacy, and referrals to campus and community resources.

[Student Counseling and Psychological Services](#)

aub.ie/scps

334-844-5123

Provides free counseling and psychological services to Auburn University students.

[Auburn University Medical Clinic](#)

aub.ie/aumc

334-844-4416

Medical clinic on campus for Auburn University students and employees.

[Employee Assistance Program](#)

aub.ie/employeeassist

800-925-5327

Provides counseling and case management services to full-time, benefit-eligible Auburn University employees.

[University Ombuds Office](#)

aub.ie/ombuds

334-844-7170

A neutral resource with training in conflict resolution which provides confidential and informal assistance to the campus community.

Community Resources

[East Alabama Medical Center](#)

eastalabamahealth.org

334-749-3411

Local hospital where people can request a SANE exam 24/7.

[Unity Wellness Center](#)

eastalabamahealth.org/location/unity-wellness-center

334-749-3593

Provides HIV testing, counseling, and HIV primary medical care.

[Rape Counselors of East Alabama](#)

rapecounselorsofeastalabama.com

334-705-0510 (24-hour) | 334-741-0707

Rape Counselors of East Alabama provides 24-hour free and confidential services to victims of sexual assault. Their service area includes Lee, Tallapoosa, Macon, Chambers and Russell county.

[Domestic Violence Intervention Center](#)

dviceastal.org

334-749-1515 (24-hour)

The Domestic Violence Intervention Center provides a 24-hour crisis line, confidential emergency shelter, counseling, legal advocacy, support groups and referrals to agencies and organizations that assist survivors of domestic and dating violence in East Alabama. Their legal advocates can assist survivors in navigating Protection from Abuse (PFA) orders.

[RAINN \(Rape, Abuse & Incest National Network\)](#)

rainn.org

Website and chat option linked above

[National Sexual Assault Hotline](#)

1-800-656-4673

[National Domestic Violence Hotline](#)

1-800-779-7233

[Legal Services Alabama](#)

legalservicesalabama.org

866-456-4995

Legal Services of Alabama provides free civil legal aid assistance to low-income Alabamians.

[Alabama Crime Victims Compensation Commission](#)

acvcc.alabama.gov

800-541-9388

The Alabama Crime Victims Compensation Commission provides substantial financial compensation to victims for expenses for personal injuries including medical and counseling bills.

NON-CONFIDENTIAL RESOURCES

These resources will act upon information provided, which means that your identity may not remain confidential

Campus Resources

[Campus Safety and Security](#)

aub.ie/safeandsecure

334-844-8888

This department works hand-in-hand with Auburn Police by providing security services, threat assessment, safety programs such as the free Auburn Safety app, and important crime and safety disclosures to the campus community.

[Office of International Programs](#)

aub.ie/international

334-844-4000

This Office can assist international students with visa issues and immigration status concerns.

[Equal Opportunity Compliance](#)

aub.ie/eoc

334-844-4794

Provides support and resolution options to Auburn University students and employees who have experienced sexual misconduct

Community Resources

[Auburn Police Department](#)

auburnalabama.org/police

334-501-3100

[Opelika Police Department](#)

opelika-al.gov/918/Police-Department

334-705-5220

[Lee County Sheriff's Office](#)

leecountysheriff.org

334-749-5651

[Lee County District Attorney's Office](#)

leecountyda.org

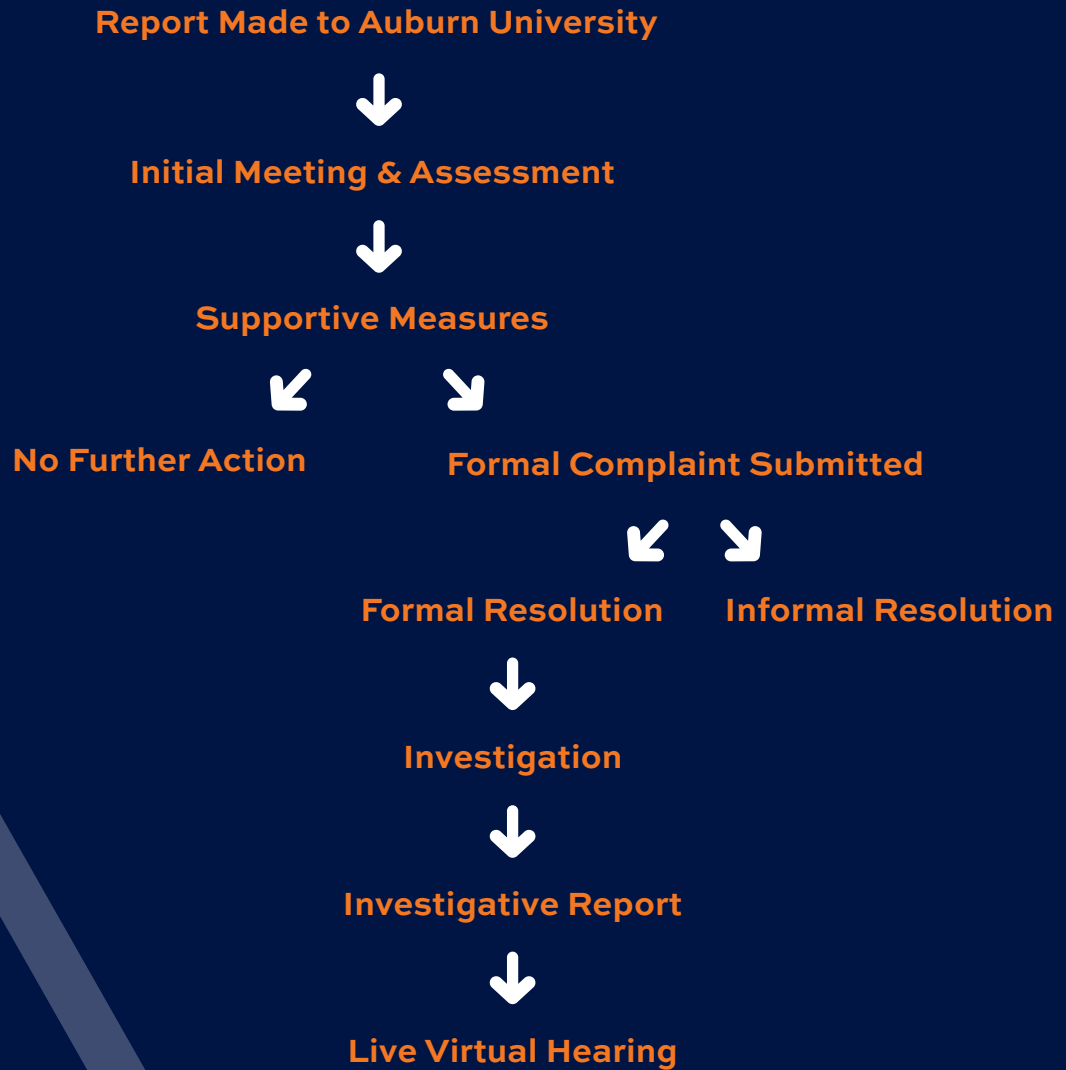
334-737-3446

Lee County District Attorney's Office prosecutes criminal offenses in Lee County. The Office also includes victim advocacy for court proceedings.

HELP IS HERE



Flow Chart of the Title IX Process



Title IX Process Step Descriptions

Report Made to Auburn University

An incident report is made to EOC Office. The office will reach out to the complainant to offer supportive measures and resources and to meet to discuss the complainant's options.

Initial Meeting & Assessment

The Equal Opportunity Compliance Office and the complainant meet to discuss questions about available resources and supportive measures and the Title IX policy and procedures.

Supportive Measures

Supportive measures will be offered to the complainant, whether or not a formal complaint is submitted.

No Further Action

If the complainant does not wish to file a formal complaint, or the alleged conduct does not fall under Auburn's Title IX Sexual Harassment Policy, no further action will be taken. (There are some circumstances where the Title IX Coordinator can file a complaint on behalf of Auburn University.)

Formal Complaint Submitted

The complainant submits a formal complaint for investigation. Both parties will receive a Notice of Investigation. A Civil Rights Investigator, sometimes with the support of a Co-Investigator, will be appointed to the case.

Formal Resolution

This process includes a thorough, impartial investigation, a report, and a live hearing.

Informal Resolution

Usually after the investigation closes, but sometimes earlier in the process, the complainant and respondent may agree to resolve the complaint through an informal resolution facilitated by a neutral guide. The parties agree to terms, which may include counseling assessments, education, or other sanctions. The Title IX Coordinator approves the agreement and ensures that the parties complete the agreed-upon sanctions. After an Informal Resolution agreement is signed by both parties, the matter is considered closed (pending completion of sanctions) and there is no right to an appeal.

Investigation

The Investigator(s) will interview the parties and witnesses, as appropriate, and will collect evidence.

Investigative Report

The Investigator(s) will draft a Preliminary Report and provide the parties an opportunity to review and comment on it. The Investigator(s) will then submit a Final Investigative Report, including a copy of the relevant evidence collected. The Final Investigative Report will be shared with the parties, their advisors, the Title IX Coordinator, and the appointed Hearing Officer.

Live Virtual Hearing

A few days before the hearing, the Hearing Officer will hold a pre-hearing meeting with the parties, their advisors, and the Title IX Coordinator to review the format of the live hearing and generally what to expect. There might be some pre-hearing rulings on the parties' objections to certain evidence or which witnesses will be called to testify.

During the live hearing, the Hearing Officer will hear direct testimony and cross-examination from the parties and pre-determined witnesses and will consider relevant evidence. The Hearing Officer will issue a written report and determine whether, by a preponderance of the evidence, the Title IX Sexual Harassment Policy has been violated. If the Hearing Officer determines the Policy has been violated, the Hearing Officer will also issue sanctions. Either party may appeal the final determination.