

Title IX and Sexual Misconduct Policy

Responsible Area: Human Resources

Effective Date: 10/15/2025

Policy Owner: Jay Cobb

Title: Assistant Vice Chancellor for Human Resources

Purpose

The University of Alabama System Office (“UA System Office”) does not discriminate on the basis of sex and prohibits sex discrimination in employment and any program or activity that it operates, as required by Title IX and its regulations. The UA System Office is committed to providing an environment free from discrimination based on sex and expects individuals who work or visit this community to contribute positively to the environment and refrain from behaviors that threaten the freedom or respect that every member of our community deserves.

To that end, the UA System Office adopts and follows the University of Alabama (the “University”) Title IX and Sexual Misconduct Policy which, among other things, defines Prohibited Conduct; prohibits related retaliation; provides reporting requirements for employees; identifies reporting procedures for individuals who have information about conduct that reasonably may constitute a Policy violation; explains the difference between the University conduct process and criminal investigations; identifies the University offices to whom a Complainant may confidentially report Prohibited Conduct to obtain supportive measures without notifying the University; and explains University supportive measures, emergency removals and other support services.

Policy

The UA System Office adopts and follows the University of Alabama [Title IX and Sexual Misconduct Policy](#).

Scope

The Policy applies to all UA System Office employees and visitors.