

## **MEMORANDUM**

**TO:** Faculty, Staff, and Students

**FROM:** Robert A. Altenkirch

**DATE:** September 29, 2014

**SUBJECT:** 2014 Annual Security Report

Each year, we are required by Federal law to publish an Annual Security Report. The 2013 report can be found at <http://www.uah.edu/safety>. The 2014 Annual Security Report is required to be published by the end of the current fiscal year.

The Annual Security Report contains a section on sexual misconduct, which in the 2013 Annual Security Report is a summary of the University's Policy on Sexual Misconduct. Due to very recent and extensive guidance from the US Department of Education under Title IX and proposed regulations issued under the Violence Against Women's Act (VAWA), substantial revision of the Policy on Sexual Misconduct as well as the University's Discrimination Complaint/Grievance Procedure was required to comply with these Federal directives. A Working Group consisting of our Title IX Coordinators, Laurel Long, Associate Vice President for Human Resources, Regina Hyatt, Dean of Students, and Delois Smith, Vice President for Diversity, along with Christine Curtis, Provost and Executive Vice President for Academic Affairs, Michael Snellgrove, Chief of Police, and Brent Wren, Associate Provost for Undergraduate Studies and Institutional Effectiveness, worked with Bob Rieder, Chief University Counsel, to bring our policy and procedures into compliance with current law and regulation.

Bob Rieder has recommended, and I have accepted, that the revisions developed by the Working Group under his guidance be incorporated into the Policy on Sexual Misconduct and the Discrimination Complaint/Grievance Procedure in order to comply with Federal directives. The revised policy and procedures will be incorporated into the 2014 Annual Security Report, which, as mentioned above, will be published at the web site noted above by October 1 in order to comply with Federal law.

Shortly after publishing the 2014 Annual Security Report we will distribute the revised Policy on Sexual Misconduct and the Discrimination Complaint/Grievance Procedure to the Faculty, Student Government Association, and Staff Senates for review and comment. Additionally, the revised Policy on Sexual Misconduct and the Discrimination Complaint/Grievance Procedure will be posted on myUAH for general review and comment. The very recent and

extensive Title IX guidance and VAWA set of proposed regulations that were required to be incorporated into our Policy on Sexual Misconduct and the Federal requirement to publish the 2014 Annual Security Report by October 1 dictated that we complete incorporation of the legal requirements in the policy prior to any broad-based review of the revisions by various campus constituencies.

Thanks,

Bob