

Harassment

Harassment is defined as an attempt made to threaten another person(s) physically, emotionally or mentally by using verbal language, or electronic communication, including, but not limited to, text messaging and social networking sites. For further information on UAB's Policy on Sexual Harassment and Sexual Misconduct, please visit uab.edu/titleix. Harassment involving any UAB student is not tolerated and is grounds for disciplinary action. The Office of Student Housing and Residence Life will not allow its staff members to be verbally abused while handling crisis situations and confronting potential policy violations. Those who choose to communicate in this manner will be subject to disciplinary action.

Sexual Misconduct

Sexual misconduct is any physical contact or other non-physical conduct of a sexual nature in the absence of clear, knowing, and voluntary consent, but not limited to:

- A. Non-consensual sexual intercourse, defined as any sexual penetration (anal, oral, vaginal), however slight, with any body part or object, by any person upon another person that is without consent and/or force.
- B. Non-consensual sexual contact, defined as any intentional sexual touching, however slight, with any body part or object, by any person upon another person that is without consent and/or by force.
- C. Sexual exploitation, defined as taking non-consensual, unjust or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited.
- D. Sexual harassment of any person, defined as unwelcome, gender-based verbal or physical conduct that is sufficiently severe, pervasive and objectively offensive that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the University's educational program and/or activities and is based on power differentials, the creation of a hostile environment or retaliation.

Health and Safety Inspections

The Office of Student Housing and Residence Life expects all rooms/suites/apartments to maintain basic health and safety standards at all times. Student Housing Staff inspects all rooms/suites/apartments to ensure compliance with basic health and safety standards. These inspections are conducted monthly and are unannounced. Residents whose suite/apartment does not pass inspection have at least 48 hours to correct infractions. A second inspection will occur after 48 hours. If the suite/apartment fails to pass the second inspection, a \$25 fine will be added to each resident's student account. Failure to correct these infractions after further inspections may result in referral to the conduct process. Repeated failures can result in probation and/or the termination of a resident's Student Housing Contract. Conflicts between roommates regarding shared cleaning responsibilities must be resolved before the beginning of the inspection process. Notification of pass/fail will occur by written notification either by a Health and Safety Inspection sheet or email.

The Office of Student Housing and Residence Life staff may confiscate personal items causing a health and safety violation or in violation of a Student Housing policy, including, but not limited to, alcohol, drugs, weapons, candles, and appliances left on like an iron or curling iron. Confiscations may also occur inside of health and safety inspections. The following is a list of expectations for Health and Safety Inspections:

- Floors must be swept, mopped, and cleared of objects that may obscure a pathway for entrance or exit. There must be a clear pathway from the door to the window and, where applicable, balcony door.
- Dishes must be washed.
- Food in the refrigerator and freezer must be covered or in a closed container.
- Trash must be taken out regularly.
- Bathtubs and sinks must be cleaned regularly to prevent soap scum and mildew.
- Any other policy violations will be noted and sanctioned during health and safety inspections.

Illegal Drugs/Drug Paraphernalia/Suspicion of Drug Usage

It is against the law and University regulations for students to use, sell, and/or possess illegal or controlled drugs. These drugs are strictly prohibited in Student Housing. Residents in violation of this policy may lose Student Housing privileges and be disciplined by the University in accordance with its policies. Residents in violation of this policy also face criminal prosecution. The Office of Student Housing and Residence Life has a "zero tolerance"