



# ABRAHAM BALDWIN AGRICULTURAL COLLEGE

## Office of Human Resources

### Notice of Non-Discrimination

Abraham Baldwin Agricultural College (ABAC) does not discriminate on the basis of race, color, national origin, gender or sex, disability, religion, age, veteran status, or genetic information in its programs and activities, including admissions and employment, as required by Title IX of the Education Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and other applicable statutes, regulations, and USG and ABAC policies.

ABAC prohibits inappropriate conduct based on gender or sex, sexual discrimination and harassment, sexual assault and sexual violence in its programs and activities. Sexual harassment is unwelcome conduct of a sexual nature, including sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature such as sexual touching, sexual comments, jokes, or gestures, or distributing sexually explicit material. Sexual violence is a physical sexual act taken against a person's will or when a person is incapable of consenting due to alcohol or drug use. Sexual violence includes rape, sexual battery, and sexual coercion.

The following person has been designated as the Title IX Coordinator to serve as the campus coordinator for overall Title IX campus compliance and discrimination policies relating to the employment arena:

Richard L. Spancake, Director of Human Resources/Title IX Coordinator at 229-391-4887 or [rspancake@abac.edu](mailto:rspancake@abac.edu).

ABAC Title IX Deputy Coordinator: Alan Kramer, Athletic Director/Assistant Dean of Students at 229-391-4928 or [akramer@abac.edu](mailto:akramer@abac.edu). Students and employees are encouraged to report issues involving inappropriate conduct/harassment/ discrimination based upon protected factors.

Sexual assault and sexual violence should be immediately reported to the ABAC Police Department at 229-391-5060 or if off campus call 911.

For confidential counseling and assistance: Contact Dr. Maggie Martin, at 229-391-5133 or [mmartin@abac.edu](mailto:mmartin@abac.edu) or Shubha Chatterjee at 229-391-5134 or [schatterjee@abac.edu](mailto:schatterjee@abac.edu). In addition, the ABAC Health Clinic Coordinator and all clinic employees are identified as confidential employees and will not divulge information to authorities; unless consent is given.

Responsible Employees have an obligation to report issues regardless of whether information is witnessed firsthand, second hand, or rumored whether confirmed or not. Examples at ABAC include: All ABAC Managers, Supervisors, Deans, Department Heads, Public Safety, Academic and Department Administrative Assistants, Residence Managers, Supervisors, Deans and Department Heads, Academic and Department Administrative Assistants, Residence Life Community Assistants (CA's), all Residence Life Staff, and others that are perceived to be in a position of authority, which includes most if not all employees.

ABAC also prohibits discrimination on the basis of disability in its programs and activities, including admissions, employment, treatment, and access. The following person has been designated to handle inquiries or assistance - Dr. Maggie Martin, Director of Student Development and Counseling at 229-391-5133 or [mmartin@abac.edu](mailto:mmartin@abac.edu).