

## NOTICE OF NON-DISCRIMINATION ON THE BASIS OF GENDER

### UT AUSTIN'S COMMITMENT

The University of Texas at Austin is committed to maintaining a working and learning environment that is free from inappropriate conduct based on gender. As required by Title IX, the University does not discriminate on the basis of sex/gender in its programs and activities, and it encourages any student or employee who thinks that he or she has been subjected to sex discrimination, sexual harassment, sexual assault, interpersonal violence, stalking or sexual misconduct by another student, member of the faculty or staff, campus visitor or contractor, to immediately report the incident to any of the individuals or offices listed below. This policy covers all people (irrespective of gender identity/expression or sexual orientation identity).

### DEFINITIONS

Title IX incidents include many types of behaviors. Definitions for Consent, Incapacitation, Interpersonal Violence (Domestic Violence/Dating Violence), Sex Discrimination, Sexual Assault (Rape, Fondling, Incest, Statutory Rape), Sexual Harassment, Sexual Misconduct, and Stalking can be found in the *2016-17 General Information Catalog*, **Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking** [catalog.utexas.edu/general-information/appendices/appendix-d/](http://catalog.utexas.edu/general-information/appendices/appendix-d/) or the *Handbook of Operating Procedures*, **3-3031 Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking** [policies.utexas.edu/policies/sex-discrimination-and-sexual-harassment](http://policies.utexas.edu/policies/sex-discrimination-and-sexual-harassment)

### HOW AND WHERE TO REPORT

Students, employees, campus visitors and contractors may directly report incidents of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking and sexual misconduct to any of the Title IX Coordinators listed below.

Dr. LaToya Hill Smith  
University Title IX Coordinator  
University Compliance Services  
1616 Guadalupe Street  
2.507A University Administration Building (UTA)  
512-232-3992  
[titleix@austin.utexas.edu](mailto:titleix@austin.utexas.edu)

Dr. Doug Garrard  
Deputy Title IX Coordinator for **Students**  
Director of Student Emergency Services  
Office of the Dean of Students  
4.104 Student Services Building (SSB)  
512-471-5017  
[studentemergency@austin.utexas.edu](mailto:studentemergency@austin.utexas.edu)

Deputy Title IX Coordinator **for Employees, Visitors and Contractors**  
Office for Inclusion and Equity  
4.302 North Office Building (NOA)  
512-471-1849  
[equity@utexas.edu](mailto:equity@utexas.edu)

### **Anonymous Reporting**

You may report such incidents **anonymously** on the [Title IX website](#) or to University Compliance Services by calling 1-877-507-7321 or by emailing [hotline@compliance.utexas.edu](mailto:hotline@compliance.utexas.edu) or through the hotline web interface, available at [reportlineweb.com/utaustin/](http://reportlineweb.com/utaustin/)

### **REFERRAL RESPONSIBILITY**

Pursuant to Title IX, a Responsible Employee is a University employee who has the authority to take action to redress an alleged violation of this policy, and who has been given the duty of reporting such allegations to the University Title IX Coordinator or designee.

At the University of Texas at Austin, Responsible Employees include, but are not limited to:

- Administrators
- Academic advisors
- Coaches, and other athletic staff who interact directly with students
- Faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AIs) and teaching assistants (TAs)
- Graduate research assistants
- Residence life directors
- Resident assistants
- All supervisory staff

These persons are responsible for promptly reporting incidents of sex discrimination, sexual harassment, sexual assault, interpersonal violence, stalking, or sexual misconduct that come to his or her attention.

You may report specific complaints, or, when someone is concerned about the conduct of a particular University employee but no specific complaint has been made. Such concerns may be forwarded to the University Title IX Coordinator, the Office for Inclusion and Equity, or the Office of the Dean of Students for discussion and potential investigation.

Complaints or allegations of **student-on-student** sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct will be handled by the **Office of the Dean of Students**.

For more detailed information regarding the procedures for reporting a grievance, see the following policies, as outlined in the *Institutional Rules on Student Services and Activities*, found in the *General Information Catalog* 2016-17:

**Appendix C, Chapter 11: Student Discipline and Conduct**

[catalog.utexas.edu/general-information/appendices/appendix-c/student-discipline-and-conduct/](http://catalog.utexas.edu/general-information/appendices/appendix-c/student-discipline-and-conduct/)

**Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking**

[catalog.utexas.edu/general-information/appendices/appendix-d/](http://catalog.utexas.edu/general-information/appendices/appendix-d/)

**Appendix F: Policy on Consensual Relationships**

[catalog.utexas.edu/general-information/appendices/appendix-f/](http://catalog.utexas.edu/general-information/appendices/appendix-f/)

**Appendix I: Nondiscrimination Policy**

[catalog.utexas.edu/general-information/appendices/appendix-i/](http://catalog.utexas.edu/general-information/appendices/appendix-i/)

**Appendix J: Prohibition of Campus Violence**

[catalog.utexas.edu/general-information/appendices/appendix-j/](http://catalog.utexas.edu/general-information/appendices/appendix-j/)

Complaints or allegations of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking or sexual misconduct by **employees, contractors, or visitors** will be handled by the **Office for Inclusion and Equity**.

For more detailed information regarding the procedures for reporting a complaint, see the following policies, as outlined in the *Handbook of Operating Procedures*, available at [policies.utexas.edu/policies](http://policies.utexas.edu/policies):

**3-3020 Nondiscrimination Policy**

[policies.utexas.edu/policies/nondiscrimination-policy](http://policies.utexas.edu/policies/nondiscrimination-policy)

**3-3031 Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking**

[policies.utexas.edu/policies/prohibition-sexual-discrimination-sexual-harassment-sexual-assault-sexual-misconduct](http://policies.utexas.edu/policies/prohibition-sexual-discrimination-sexual-harassment-sexual-assault-sexual-misconduct)

**3-3050 Consensual Relationships**

[policies.utexas.edu/policies/consensual-relationships](http://policies.utexas.edu/policies/consensual-relationships)

Cases of sexual violence, interpersonal violence and stalking may also be reported to the University of Texas Police Department at (512) 471-4441 (non-emergency), 911 for emergencies, or [utexas.edu/police](http://utexas.edu/police); or to the City of Austin Police Department at (512) 974-5750 (non-emergency) or 911 [austintexas.gov/departments/police](http://austintexas.gov/departments/police) and other local law enforcement authorities. The Title IX Coordinator or Deputy Title IX Coordinator can assist individuals with contacting these law enforcement agencies and/or can accompany individuals wishing to file a report with one of these agencies.

Complaints of sex discrimination or sexual harassment, including sexual violence, interpersonal violence, stalking, or sexual misconduct may also be referred to the U.S. Department of Education, Office for Civil Rights. For more information, visit the U.S. Department of Education's website at <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

## **USE OF ALCOHOL AND DRUGS**

The fact that the student accused of sexual assault was under the influence of drugs or alcohol at the time of the assault will not diminish the student's responsibility for a violation of the *Institutional Rules on Student Services and Activities*, nor shall being under the influence of alcohol or drugs be construed as an invitation to or as implied consent for unwanted sexual advances.

## **CONFIDENTIALITY**

The confidentiality of a complaint of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct, and all documents, correspondence, and notes of interviews and discussions related to the investigation of a complaint will be maintained, on a need-to-know basis, to the extent permitted by law. Documentation related to the resolution of complaints or incidents of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, and sexual misconduct will be maintained by the Office of the Dean of Students, and the Office for Inclusion and Equity as appropriate.

## **RETALIATION**

Students, faculty and staff members are prohibited from retaliating in any way against an individual who has brought a complaint of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct; or against any individual who has participated in an investigation of such complaints. Please note, a student, faculty or staff member who retaliates in any way against an individual who has brought a complaint pursuant to University sexual discrimination, harassment, or misconduct policy or participated in an investigation of such a complaint, is subject to disciplinary action, up to and including dismissal from the University.

## **FILING OF FALSE COMPLAINTS**

Any person who knowingly and intentionally files a false complaint of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct is subject to disciplinary action, up to and including dismissal from the University.

## **CAMPUS RESOURCES**

**Title IX Office (512)-232-3992** [titleix.utexas.edu](http://titleix.utexas.edu)

- Title IX Coordinator is available to receive your report and answer questions
- Provides a twenty-four-hour hotline for anonymous reporting: 1-877-507-7321
- Offers several online reporting mechanisms: [Title IX website](#); [reportlineweb.com/utaustin](http://reportlineweb.com/utaustin); [hotline@compliance.utexas.edu](mailto:hotline@compliance.utexas.edu)
- Provides training to the campus community on Title IX matters

**Student Emergency Services (512) 471-5017** [deanofstudents.utexas.edu/emergency/](http://deanofstudents.utexas.edu/emergency/)

- Deputy Title IX Coordinator is available to receive your report and answer questions
- May provide limited emergency funds
- Assists with academic or classroom issues
- Provides referrals within the University and in the Austin area when necessary

**Office for Inclusion and Equity (512) 471-1849** [utexas.edu/equity](http://utexas.edu/equity)

- Deputy Title IX Coordinator is available to receive your report and answer questions
- Investigates claims of discrimination regarding employment matters

- Provides resolution of discrimination problems in the workplace
- Provides educational training and educational initiatives for departments and units
- Provides referrals within the University and in the Austin area when necessary

**Student Conduct and Academic Integrity (512) 471-2841** [deanofstudents.utexas.edu/conduct](http://deanofstudents.utexas.edu/conduct)

- Provides student conduct process for policy violations
- Provides referrals within the University and in the Austin area when necessary

**Title IX Training and Investigations (512) 471-5017** [deanofstudents.utexas.edu/investigations](http://deanofstudents.utexas.edu/investigations)

- Investigates claims of discrimination regarding student matters
- Provides referrals within the University and in the Austin area when necessary
- Provides training to campus community on Title IX related matters

**University of Texas Police Department (512) 471-4441** [utexas.edu/police/](http://utexas.edu/police/)

- Where you file criminal reports (pseudonym is available to victims to shield your identity in the police report)
- Offers crime prevention presentations that include issues related to assault
- Publishes crime statistics information
- Teaches free Rape Aggression Defense (RAD) classes to any female University students, staff members, and faculty members

**Counseling and Mental Health Center, Voices Against Violence Program (VAV) (512) 471-3515**  
[cmhc.utexas.edu/](http://cmhc.utexas.edu/)

- Provides advocacy services to give information about safety, legal, housing, academic, and medical options
- Offers individual and group counseling service for survivors of sexual assault, relationship violence, and stalking
- Offers twenty-four-hour telephone counseling service at (512) 471-CALL (471-2255)
- Offers interactive peer theatre educational programming that addresses the complex issues surrounding sexual assault on campus
- Provides opportunities for student involvement in programming throughout the academic year
- Provides training that is customized for faculty, staff and/or students
- Manages VAV Survivor Emergency Fund

**Employee Assistance Program (EAP) (512) 471-3366** [utexas.edu/hr/eap/](http://utexas.edu/hr/eap/)

- EAP provides confidential brief counseling sessions, crisis intervention, and assessment and referral from experienced licensed psychologists and social workers
- If it is after normal business hours and you are in crisis, you can reach the after-hours counseling service at 512-471-3399 to speak to a crisis counselor

**Human Resources (512) 471-HRSC or (800) 687-4178** [utexas.edu/hr/](http://utexas.edu/hr/)

- For employee complaints, find your HR Representative [utexas.edu/hr/hrpro/lookup/](http://utexas.edu/hr/hrpro/lookup/)

**University Health Services (512) 471-4955 [healthyhorns.utexas.edu/](http://healthyhorns.utexas.edu/)**

- Twenty-four-hour Nurse Advice Line: (512) 475-NURS (475-6877)
- Health Promotion Resource Center: (512) 475-8252
- Provides individuals who have experienced a sexual assault a place to receive the forensic medical exam by a Sexual Assault Nurse Examiner (SANE)
- Provides general exams to treat injuries, both internal and external
- Performs testing for sexually transmitted infections after an assault
- Distributes educational and prevention information

**Behavior Concerns Advice Line (512) 232-5050 [utexas.edu/safety/bcal/](http://utexas.edu/safety/bcal/)**

- Allows members of the University community to discuss their concerns about an individual's behavior
- Offers a centralized resource that is available twenty-four hours a day for anyone who is not sure how to help a person he or she is concerned about
- Operates as a partnership between the Office of the Dean of Students, the Counseling and Mental Health Center, the Employee Assistance Program, and the University of Texas Police Department

**COMMUNITY RESOURCES**

**SafePlace (512) 267-SAFE (267-7233) [safeplace.org/](http://safeplace.org/)**

- Operates a twenty-four-hour hotline
- Offers individual and group therapy for individuals who have experienced sexual assault and/or domestic violence
- Provides domestic violence shelter services

**Austin Police Department 911 [austintexas.gov/department/police](http://austintexas.gov/department/police)**

- 911 calls provides emergency response and takes reports of sexual assaults
- Offers Victim Services counselors at (512) 974-5037

**National Sexual Assault Online Hotline [rainn.org/get-help/national-sexual-assault-online-hotline](http://rainn.org/get-help/national-sexual-assault-online-hotline)**

- Provides online crisis support
- The hotline provides live, secure, anonymous crisis support for victims of sexual violence, their friends, and families twenty-four hours a day

For more information about sex discrimination, sexual harassment (including sexual violence), dating violence, domestic violence, stalking, or sexual misconduct, please contact:

Dr. LaToya Hill Smith, University Title IX Coordinator, University Compliance Services, 2.507A University Administration (UTA), 1616 Guadalupe Street, 512-232-3992, [titleix@austin.utexas.edu](mailto:titleix@austin.utexas.edu)

**What Starts Here Changes the World**

Check Out our Website

[titleix.utexas.edu](http://titleix.utexas.edu)