

NOTICE OF NON-DISCRIMINATION ON THE BASIS OF SEX/GENDER

UT AUSTIN'S COMMITMENT

The University of Texas at Austin ("University") is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act). Sex discrimination (including discrimination on the basis of sexual orientation, gender identity or gender expression), sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including domestic violence and dating violence), and stalking will not be tolerated and will be subject to disciplinary action.

The University encourages you to promptly report violations of sexual misconduct to the Title IX Coordinator, a Deputy Title IX Coordinator, or a Responsible Employee, as listed and defined below.

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:

- *2018-19 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/
- *Handbook of Operating Procedures (HOP)*, **HOP 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

HOW AND WHERE TO REPORT

All members of the University community, third-party and anonymous complaints are strongly encouraged to immediately report any incidents of sexual misconduct and other inappropriate sexual conduct to the Title IX Office (or designees):

Krista Anderson
University Title IX Coordinator
Title IX Office/University Compliance Services
1616 Guadalupe Street
2.507A University Administration Building (UTA)
512-232-3992
titleix@austin.utexas.edu (email)
<http://titleix.utexas.edu/>

Brelynn Thomas

Deputy Title IX Coordinator and Education Coordinator
Title IX Office/University Compliance Services
1616 Guadalupe Street
2.507 University Administration Building (UTA)
512-471-2437
brelynn.thomas@utexas.edu (email)
<http://titleix.utexas.edu/>

Dr. Doug Garrard
Deputy Title IX Coordinator for **Students**
Office of the Dean of Students
4.104 Student Services Building (SSB)
512-471-5017
studentemergency@austin.utexas.edu (email)
<http://deanofstudents.utexas.edu/emergency/>

Galen Eagle Bull, J.D.
Deputy Title IX Coordinator for **Faculty/Staff**
Office for Inclusion and Equity
3.212 Student Services Building (SSB)
512-471-1849
equity@utexas.edu (email)
<http://equity.utexas.edu/>

Dr. LaToya Smith
Deputy Title IX Coordinator for **Athletics**
Intercollegiate Athletics
5.386 North End Zone (NEZ)
512-232-3818
latoya.smith@athletics.utexas.edu (email)

Additional Title IX Liaisons: <https://titleix.utexas.edu/our-team>

Anonymous Reporting

You may report incidents of sexual misconduct **anonymously**:

- Title IX website: <https://titleix.utexas.edu/file-a-report/>
- Anonymous Compliance Hotline: 1-877-507-7321
- Email: hotline@compliance.utexas.edu
- University Compliance Services Webportal: reportlineweb.com/utaustin/

RESPONSIBLE EMPLOYEE REPORTING

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).

Responsible Employees include:

- 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

Responsible Employees have a **duty** to promptly report incidents of sexual misconduct to the Title IX Coordinator (or designee). Responsible Employees are not confidential reporting resources.

The **Office of the Dean of Students** investigates complaints of **student-related** sexual misconduct and other prohibited conduct under the following policies:

- [Appendix C: Chapter 11: Student Discipline and Conduct](#)
- [Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking](#)
- [Appendix F: Policy on Consensual Relationships](#)
- [Appendix I: Nondiscrimination Policy](#)
- [Appendix J: Prohibition of Campus Violence](#)

The **Office for Inclusion and Equity (OIE)** investigates complaints of **employee-related** sexual misconduct and other prohibited conduct under the following *Handbook of Operating Procedures (HOP)* policies, as outlined in the OIE [Procedure and Practice Guide](#):

- [HOP 3-3031: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking](#)
- [HOP 3-3020: Nondiscrimination Policy](#)
- [HOP 3-3050: Consensual Relationships](#)

REPORTING TO LAW ENFORCEMENT

You may also make a complaint with **The University of Texas at Austin Police Department (UTPD)** at 512-471-4441, dial “9” (non-emergency) or 911 (emergency) or to the **City of Austin Police Department (APD)** at 311 (non-emergency) or 911 (emergency) or to other local law enforcement authorities. APD victim services is available at 512-974-5037. The Title IX Office can help individuals contact these law enforcement agencies. Employees and students with protective or restraining orders relevant to a complaint are encouraged to provide a copy to the UT Police Department.

- **UTPD Website:** <https://police.utexas.edu/>
- **APD Website:** austintexas.gov/departments/police

REPORTING TO OUTSIDE AGENCIES

You may also contact the following external agencies:

For students:

Office for Civil Rights

U.S. Department of Education

1999 Bryan Street, Suite 1620

Dallas, TX 75201-6810

Phone: 214-661-9600

Fax: 214-661-9587

Website: <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

Office for Civil Rights

U.S. Department of Health and Human Services

1301 Young Street, Suite 1169

Dallas, TX 75202

Phone: 1-800-537-7697

Fax: 214-767-0432

Website: <https://www.hhs.gov/ocr/index.html>

For employees:

U.S. Equal Employment Opportunity Commission (EEOC)

Dallas District Office

207 S. Houston Street, 3rd Floor

Dallas, TX 75202

Phone: 1-800-669-4000

Fax: 214-253-2720

Website: <https://www.eeoc.gov/>

Texas Workforce Commission

Civil Rights Division

101 E. 15th Street, Room 144-T

Austin, TX 78778-0001

Phone: 512-463-2642

Website: <https://twc.texas.gov/>

USE OF ALCOHOL AND DRUGS

Any student who files a complaint, or who acts as a third-party witness in an investigation under this policy, will not be subject to disciplinary action by the Office of the Dean of Students for using and/or consuming alcohol or drugs at or near the time of the alleged incident, provided that any such alcohol or drug use did not, and do not, place the health or safety of any other person at risk.

CONFIDENTIALITY

The confidentiality of a complaint of 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 sexual misconduct will be maintained by the Office of the Dean of Students (student records), and the Office for Inclusion and Equity (employee records) 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 the University sexual misconduct policies (see [Appendix D](#) (for students), [HOP 3-3031](#) (for employees)) or participates in an investigation or resolution of a complaint, is subject to disciplinary action, up to and including dismissal or separation from the University.

FALSE COMPLAINTS

Any person who knowingly and intentionally files a false complaint of sexual misconduct is subject to disciplinary action, up to and including dismissal or separation from the University. A finding that a respondent is *not responsible* for the sexual misconduct alleged *does not* imply a report was false.

CAMPUS & COMMUNITY RESOURCES

The University and community resources that provide **confidential** support services (confidential by federal and state law) are:

Counseling and Mental Health Center

Appointments: 512- 471-3515

<http://cmhc.utexas.edu/>

CMHC 24/7 Crisis Hotline: 512- 471-CALL (471-2255)

- Provides counseling advocacy services to give information about safety, legal, housing, academic, and medical options and manages the Voices Against Violence Survivor Emergency Fund.
- Offers individual and group counseling services.

University Health Services

Appointments: 512- 471-4955

<http://healthyhorns.utexas.edu/>

Nurse Advice Line: 512-475-NURS (475-6877)

Health Promotion Resource Center: 512-475-8252

- Provides general exams to treat injuries, both internal and external, performs testing for sexually transmitted infections, and offers emergency contraception.
- Provides a place to receive a forensic medical exam by a Sexual Assault Nurse Examiner (SANE): 512-267-SAFE (7233)

Employee Assistance Program

Appointments: 512-471-3366

<https://hr.utexas.edu/current/eap>

For emergency situations outside normal business hours: 512-471-3399

- Confidential brief counseling sessions, crisis intervention, and assessment and referrals for employees.
- Available following any trauma or crisis experienced by an employee.

Legal Services for Students

Appointments: 512- 471-7796

<http://deanofstudents.utexas.edu/lss/index.php>

- Provides free legal consultations, referrals, and possible representation.
- **Limitations:** LSS cannot advise students in disputes against the University, or in issues between University community members.

Safe Alliance

512- 267-SAFE

<http://www.safeaustin.org/>

Operates a 24-hour hotline: 512-267-7233

- Confidential community resource, off-campus
- Eloise House: Provide forensic medical exams by a Sexual Assault Nurse Examiner (SANE): 512-267-SAFE (7233)
- Offers individual and group therapy for individuals who have experienced sexual assault and/or domestic violence.
- Provides domestic violence shelter services.

Asian Family Support Services of Austin (AFSSA)

877-281-8371

www.afssaustin.org

- Provides crisis intervention, advocacy, legal services, and confidential support groups for Asian women who have experienced sexual assault or are in abusive relationships.

National Sexual Assault Online Hotline

rainn.org/get-help/national-sexual-assault-online-hotline

- Provides online crisis support.
- The 24/7 online hotline provides live, secure, anonymous crisis support for victims of sexual violence, their friends, and families.

St. David's Hospital Emergency Room

512- 544-4240

<http://www.stdavids.com/locations-facilities/st-davids-medical-center.aspx>

- Operates emergency room, located at 919 East 32nd Street, Austin, TX 78705
- Forensic medical exams available by a Sexual Assault Nurse Examiner (SANE)

Dell Seton Medical Center at The University of Texas

512- 324-7000

<http://www.seton.net/locations/dell-seton/>

- Operates emergency room, located at 1500 Red River Street, Austin, TX 78701
- Forensic medical exams available by a Sexual Assault Nurse Examiner (SANE)

Texas Advocacy Project

512-476-5377

<https://www.texasadvocacyproject.org/>

- Offers legal advice from attorneys on issues of family violence, dating violence, sexual violence, and protective orders.

Legal Aid for Survivors of Sexual Assault

1-800-991-5153

<http://www.legalaidforsurvivors.org/>

- Provide free legal services and general advice.
- Provide community trainings.
- Provides resources and materials to educate survivors on their legal rights and options.

The additional University resources that are **private, non-mandatory reporting** options are:

The services below do not have obligations to report sexual misconduct to the Title IX Coordinator (or designee). There are limits to the privacy, and it is not protected under law.

Interpersonal Violence Peer Support

512-471-6147

<http://deanofstudents.utexas.edu/emergency/advocacysupport.php>

- A group of trained undergraduate and graduate students who offer private, peer-based support to students who have been impacted by interpersonal violence.
- Provide information about students' rights and options regarding the Title IX reporting and investigation process.
- Explore academic, housing, medical, and or/ financial assistance and remedies.
- Referrals for on and off campus resources.

Advocates

512-471-5017

<http://deanofstudents.utexas.edu/emergency/advocacysupport.php>

- Trained professional staff who offer private support to students who have been impacted by interpersonal violence.
- Serves as an advocate and is available to answer questions, discuss reporting options, what to expect of an investigation, and assist with coordinating academic, financial and housing remedies.
- Provides referrals within the University and in the Austin area when necessary.

University Ombuds

For students and staff: 512-471-3825

For faculty: 512-471-5866

<https://ombuds.utexas.edu/>

- Provides a neutral, informal, and independent space for information about university resources and processes for student staff, and faculty.
- Provides a space to discuss interpersonal difficulties, university policies, university bureaucracy, and conflict resolution techniques.
- Help identify options and seek resolution.

Victims Advocate Network (VAN)

<https://police.utexas.edu/services/victims-advocate-network>

- A group of trained UT volunteers who provide support to UT employees who have been impacted by a crime, suffered a personal injury or death as a result of the criminal conduct of another or have experienced other distressing events.
- Provides Mental Health First Aid on scene and provide referrals to resources on campus and off campus as appropriate.
- Operates as a partnership between the Employee Assistance Program, and the University of Texas Police Department (UTPD).
- VAN volunteers are activated through UTPD when responding to a police call (UTPD: 512-471-4441)
- VAN support services/referrals are available directly (during business hours) at 512-232-9699 or victims-network@austin.utexas.edu

The University resources that are considered **responsible employees (non-confidential)** support services are:

Title IX Office

512-471-0419

<https://titleix.utexas.edu/>

- Available to answer questions about what needs to be reported, resources and supportive measures available for students, faculty, and staff.
- Available to take reports of sex discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including domestic violence and dating violence), stalking, and any other issues related to Title IX.
- Provides a 24-hour compliance hotline for anonymous reporting: 1-877-507-7321
- Provides training and educational opportunities to the campus community about Title IX, mandatory reporting, prevention, and workplace culture. Request a [Title IX workshop or training](#).

Student Emergency Services

512-471-5017

<http://deanofstudents.utexas.edu/emergency/>

- SES is available to receive Title IX reports and answer questions.
- May provide limited emergency funds.
- Coordinates academic, financial and housing remedies for student complainants and respondents in a fair, impartial, and equitable manner.
- Provides referrals within the University and in the Austin area when necessary.

Behavior Concerns Advice Line (BCAL)

24/7 hotline: 512- 232-5050

<http://besafe.utexas.edu/behavior-concerns-advice-line>

- Allows members of the University community to discuss their concerns about an individual's behavior.
- Offers a centralized resource that is available 24-hours a day for anyone who is not sure how to help a person they are 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 (UTPD).

Student Conduct and Academic Integrity

512- 471-2841

<http://deanofstudents.utexas.edu/conduct/>

- Administers the student conduct process for policy violations.

Title IX Training and Investigations

512-471-5017

<http://deanofstudents.utexas.edu/investigations/>

- Investigates claims of discrimination regarding student matters.
- Can provide no contact directives to students involved in a complaint.
- Provides training to campus community on Title IX related investigation processes.

Office for Inclusion and Equity

512-471-1849

<http://equity.utexas.edu/>

- Deputy Title IX Coordinator is available to receive Title IX reports and answer questions.
- Investigates claims of discrimination regarding employment matters.
- Provides educational training and educational initiatives for departments and units.

Conflict Management and Dispute Resolution Office

512-471-6638

<http://hr.utexas.edu/dispute>

- Offers informal and restorative processes for resolution of appropriate cases involving employees.

Human Resources

512-471-HRSC

1-800-687-4178

- For employee complaints, find your HR Representative: utexas.edu/hr/hrpro/lookup/

University of Texas Police Department

512- 471-4441, enter "9" (for non-emergencies)

<https://police.utexas.edu/>

- 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.
- **UTPD Escort:** 512-471-4441, then press “9”

SURE Walk

512-232-9255

<https://www.utsa.edu/request-a-sure-walk/>

Email to request escort: orderasurewalk@gmail.com

- Request someone to walk you anywhere on campus or close to campus.
- Available daily: 8:30pm-2:00am during full semesters.

UT Night Rides

<https://parking.utexas.edu/night>

To access, download the Lyft App

- Use Lyft line anywhere close to campus and if your ride is within the parameters, the ride will be free.
- Available daily: 11pm-4am.

PREVENTION & EDUCATION

The University’s commitment to raising awareness of the dangers of sexual misconduct includes offering ongoing education through annual training and lectures by faculty, staff, mental health professionals, and/or trained University personnel. Preventive education and training programs will be provided to University administrators, faculty, staff, and students and will include information about preventative measures, risk reduction, and bystander intervention.

Training opportunities include:

- [Title IX Training Workshops](#)
- [BeVocal: Bystander Intervention Program](#)
- [Voices Against Violence Training Programs](#)
- [Gender & Sexuality Center Educational Workshops](#)
- [Healthyhorns Peer Education Workshops](#)
- [Office for Inclusion & Equity: Inclusive Workplace Programs](#)
- [Title IX Student Investigation Process Trainings](#)
- [Leadership & Ethics Institute Workshops](#)

For more information about Title IX and sexual misconduct, please contact:

Krista Anderson

University Title IX Coordinator

Title IX Office/University Compliance Services

1616 Guadalupe Street

2.507A University Administration Building (UTA)

512-232-3992

titleix@austin.utexas.edu (email)

<http://titleix.utexas.edu/>

What Starts Here Changes the World

Please visit us at: titleix.utexas.edu