

Title IX Annual Report

2016-2017
Academic
Year



The University of Texas at Austin
Title IX

MESSAGE FROM THE TITLE IX COORDINATOR

This report highlights and assesses The University of Texas at Austin's efforts to prevent and respond to incidents of sex discrimination, sexual harassment, interpersonal violence (including dating and domestic violence), sexual assault, sexual misconduct, stalking, and other Title IX-related allegations. This is the first comprehensive report compiled by the Title IX Office, with contributions from campus partners, in an effort to provide awareness, context and transparency to the university's policies, processes, education, and resources in relation to Title IX.

As the University Title IX Coordinator at UT Austin, I am responsible for overseeing the university's compliance with Title IX. In addition, I am charged with ensuring that UT Austin cultures an environment for students and employees that is free from all forms of sex discrimination in all aspects of the educational experience. Fulfilling all of the requirements under Title IX involves collaboration and coordination among many campus partners and offices.

The Office of the Dean of Students manages the three core components of the Title IX student-related processes. (1) Title IX Training and Investigations in the Office of the Dean of Students investigates Title IX-related allegations of prohibited conduct of students. (2) Student Emergency Services in the Office of the Dean of Students provides outreach and offers resources to student complainants and respondents. (3) Student Conduct and Academic Integrity in the Office of the Dean of Students manages the student conduct process when there is a finding of an alleged policy violation under Title IX.

In addition, the Office for Inclusion and Equity investigates Title IX-related allegations of prohibited conduct of employees, and provides resources available to employee complainants and respondents.

The Title IX Office serves as a central place and neutral resource to file a report, discuss your options and rights, gain information about support services, and request education and training workshops.

The core purpose of the university is to transform lives for the benefit of society. We cannot transform lives in meaningful and positive ways if we do not address and prevent sex discrimination in our university community. We must continue to do more and take care of each other along the way: Longhorns take care of each other.

I encourage you to contact me at 512-232-3992 or titleix@austin.utexas.edu to report incidents of sex discrimination, to seek resources and remedies, and to partner together through future efforts.



Sincerely,

A handwritten signature in blue ink that reads "Krista Anderson". The signature is fluid and cursive.

Krista Anderson

Associate Vice President & Title IX Coordinator

Title IX in Summary 2016-2017 Academic Year

STAFF

2 staff in the Title IX Office:
Title IX Coordinator

Prevention Coordinator and Advocate

**Title IX Deputy and Education Coordinator position approved in 2016–2017 and filled in 2017–2018*

6 investigators in Title IX Training and Investigations in the Office of the Dean of Students (student investigations)

3 staff in the Office for Inclusion and Equity (employee investigations)

Executive Director

2 Investigators

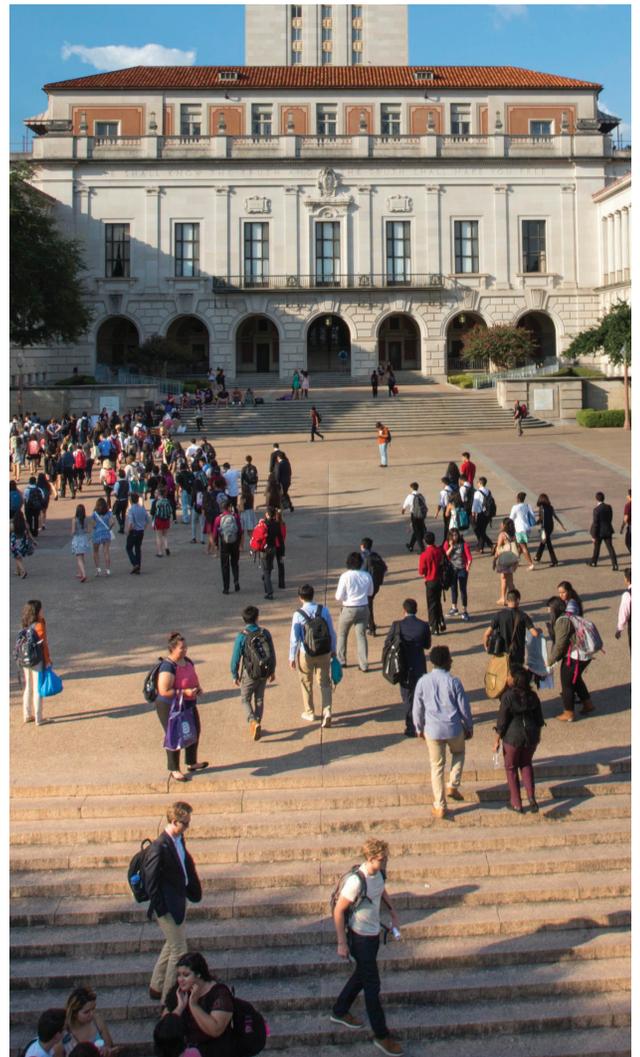
TITLE IX TRAININGS & PREVENTION

54 in-person Title IX trainings, for a total of 1,943 students, faculty, and staff on UT's sex discrimination and sexual misconduct policy (HOP 3-3031 and General Information Catalog, Appendix D), and responsible employee obligations.

99% of first-year and transfer students completed the HAVEN online module training. HAVEN is a two-part online program that addresses interpersonal violence, sexual assaults, and healthy relationships. HAVEN is required for incoming and transfer students.

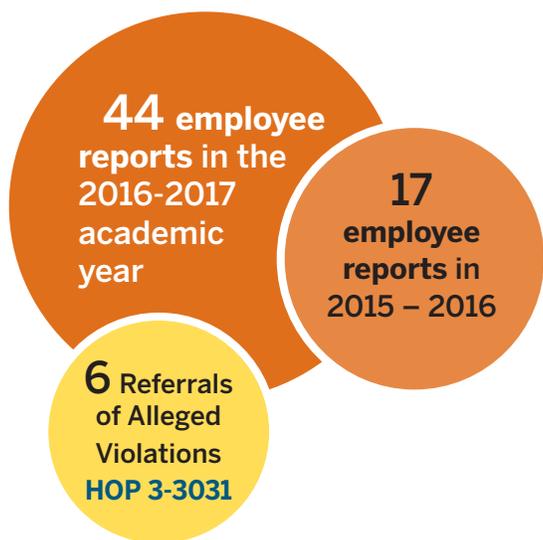
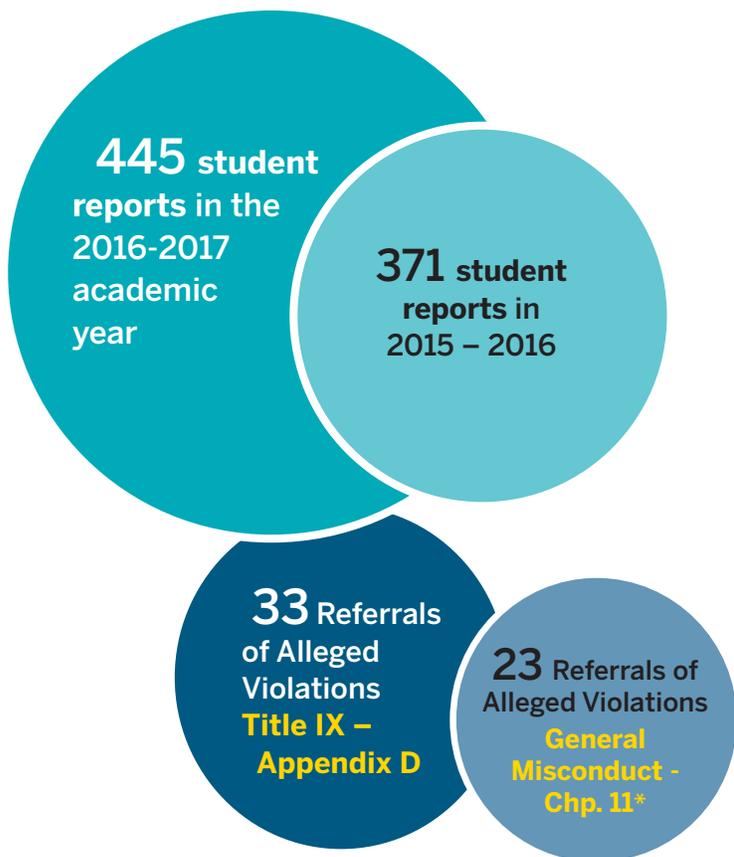
1261 of incoming graduate students completed the HAVEN Plus online module training (specifically targeted for graduate students). HAVEN Plus is optional for graduate students.

89% of employees have completed the sexual harassment online training. Employees are required to complete the sexual harassment training within their first 30 days of employment and reoccurring every two years of employment.



Title IX in Summary | 2016-2017 Academic Year

TITLE IX REPORTS



*General Misconduct – Chp. 11: Additional evidence of general misconduct emerged in the course of an investigation, and were referred to Student Conduct and Academic Integrity for review and determination under [Chapter 11 - Student Discipline and Conduct](#).

COMMON REASONS FOR REPORTING

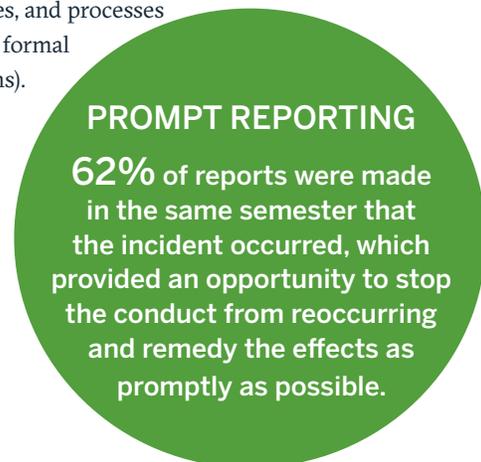
The reasons someone may report to the University may include, but are not limited to:

- Seeking interim measures, support services, and/or university assistance for the parties involved.
- Stopping the potentially harmful behavior from continuing or escalating.
- Pursuing an investigation or resolution, which could include disciplinary action.
- Facilitating incident tracking and recognizing trends for prevention and education.
- Empowering the community to be involved in the efforts to stop sexual harassment, discrimination, and violence in the university community.

AN INCREASE IN REPORTING

UT Austin has taken steps to increase reporting by:

- Increasing Title IX-related trainings and awareness for faculty, staff, and students.
- Expanding bystander intervention trainings.
- Focusing on responsible employee reporting obligations and emphasizing the importance of reporting in trainings.
- Aiming for greater awareness of university-related support services and various assistance available for students and employees.
- Highlighting university-related options, applicable interim actions and remedies, and processes available (including formal and informal options).



Title IX in Summary | 2016-2017 Academic Year

TITLE IX TRAINING & INVESTIGATIONS

Title IX Training and Investigations (Investigations) in the Office of the Dean of Students conducts the formal investigations when the respondent is a student. Investigations conducts investigations for allegations of student misconduct involving sex discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including dating violence and domestic violence), and stalking. Investigations also facilitates trainings related to the university's Title IX investigation process and remedies available.

STUDENT EMERGENCY SERVICES

Student Emergency Services (SES) in the Office of the Dean of Students provides outreach, resources, and coordinates assistance for students. SES offers support to complainants, respondents, and witnesses, and serves as a neutral and impartial office for all parties involved. SES provides professor notifications due to academic impacts, offers a Student Emergency Fund for immediate financial needs, and provides information on resources available both on and off campus for additional support and care through any unexpected or difficult situation. SES assists with the primary operation of the Behavior Concerns Advice Line (BCAL), in partnership with campus colleagues.

- **4 staff, 1 graduate assistant, 2 interns**
- SES has responded to approx. **1,049 Title IX-related incidents** from **2012-2017** to provide outreach, resources, crisis management, and remedies for students.
- SES provides outreach and offered support to **student complainants and respondents.**
- The most common impacts post-incident includes academic issues, financial difficulties, temporary housing, medical/mental health services, and safety issues.
- SES provided advice and intervention options on **68 Behavior Concerns Advice Line (BCAL) calls** for Title IX related concerns.

STUDENT-RELATED REPORTS

38% (171) of total student-related reports (445) were known student-on-student Title IX matters.

21% (56) of student investigations (267)* concluded with a finding of an alleged policy violation.

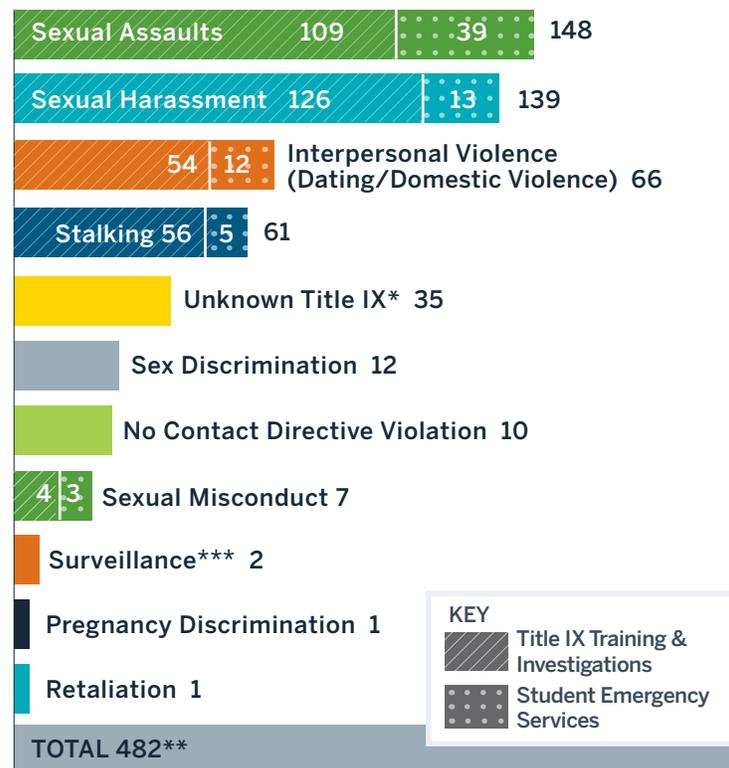
*Applicable to opening a formal investigation. The remaining reports were categorized as "Not Investigated/Non-Referrals."

ALLEGATIONS REPORTED BY TYPE

Student-Related Reports

The allegations by type are categorized based on the description of the incident. The allegations listed below are a compilation of Title IX Training and Investigations, and Student Emergency Services, with the omission of duplicate reports that were documented in both offices.

Title IX Student Reports, Allegations By Type



*If the description of the incident is limited, the incident is categorized as "Unknown Title IX" and investigated further to determine possible prohibited conduct. If additional information cannot be obtained, the report remains as "Unknown Title IX."

**Some cases may include multiple allegations of prohibited conduct. This is a breakdown of all allegations included in the reports. Incidents reported include on and off-campus locations.

***Surveillance (privacy violation): Engages in surveillance or recording of any type without the subject's knowledge or consent in areas where there is a reasonable expectation of privacy and/or the broadcasting or distribution of such material.

Title IX in Summary | 2016-2017 Academic Year

OUTCOMES AND FINDINGS BY TYPE

Title IX Training and Investigations

The following breakdown includes investigation outcomes under [Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking](#) and [Chapter 11 - Student Discipline and Conduct](#) (from the General Information Catalog, Institutional Rules). When investigations determines that the preponderance of evidence standard is met the case is referred to Student Conduct and Academic Integrity for adjudication.

Referrals of Alleged Violations

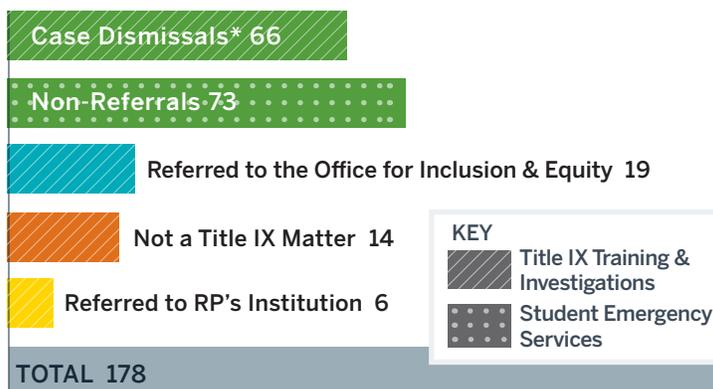


*Number of outcomes may be higher than the number of investigations due to cases with multiple respondents or multiple alleged policy violations. This is a breakdown of all alleged policy violations included in the referrals from Title IX Training and Investigations to Student Conduct and Academic Integrity.

NOT INVESTIGATED/NON-REFERRALS

Title IX Training and Investigations & Student Emergency Services

The following are a breakdown of reports that were not investigated by Title IX Training and Investigations, or Student Emergency Services did not refer to Title IX Training and Investigations because the respondent was not student-affiliated.

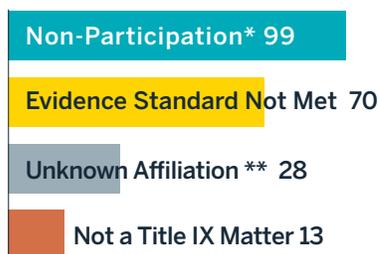


*Case Dismissals: A case is dismissed because the respondent is not a student, UT affiliated, or unknown, the complainant did not want to participate, or the complainant requested the case dismissed.

REASONS FOR NO POLICY VIOLATION

Title IX Training and Investigations

The following are reasons a student investigation did not conclude with a Title IX related policy violation.



*Non-Participation: Complainant did not participate in the investigation, and no further evidence could be obtained.

**Unknown Affiliation: The respondent's affiliation was unknown, and no further information could be obtained during the investigation.

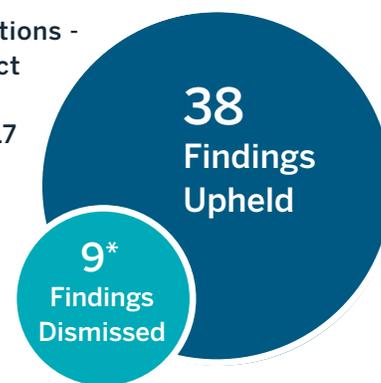
Title IX in Summary | 2016-2017 Academic Year

STUDENT RESOLUTIONS

Student Conduct & Academic Integrity

Student Conduct and Academic Integrity reviewed and resolved the following Title IX related referrals that were received from Title IX Training and Investigations.

Student Resolutions -
Student Conduct
& Academic
Integrity 2016-17



TOTAL 47

*Findings dismissed through the Student Conduct process on Student Conduct review, Hearing Officer decision, or President's appeal decision due to independent determination that the preponderance of evidence was not met.

TITLE IX POLICY VIOLATIONS

Student Conduct & Academic Integrity

The following breakdown includes the Title IX related policy violations that were resolved by Student Conduct and Academic Integrity.

Title IX Policy Violations



*Some referrals may include more than one policy violation. This is a breakdown of all policy violations from the cases in Student Conduct and Academic Integrity.

SANCTIONS BY POLICY VIOLATION TYPE

Student Conduct & Academic Integrity

The following breakdown includes the sanctions issued by the type of Title IX related policy violation*.

Sanctions by Type	STK (9)	HSX (14)	DV (6)	SA (2)	DMV (2)	SM (2)
No Contact Directive	6	11	4	0	1	1
Disciplinary Probation	5	8	0	0	0	1
Deferred Suspension	4	6	2	1**	0	0
Suspension	0	1	3	1	1	0
Expulsion/ Permanent Bar on Student Acct	0	0	1	0	1	0

STK – Stalking
HSX – Sexual Harassment
DV – Interpersonal Violence (Dating Violence)
SA – Sexual Assault
DMV - Interpersonal Violence (Domestic Violence)
SM - Sexual Misconduct

*The number of sanctions may be greater than the number of investigations due to cases with multiple policy violations. Other factors including previous violations may affect sanctioning.

**Attempted fondling

Title IX in Summary | 2016-2017 Academic Year

OFFICE FOR INCLUSION AND EQUITY

Office for Inclusion and Equity (OIE) conducts the formal investigations and informal resolutions when the respondent is an employee, contractor, or visitor. OIE conducts investigations for allegations of discrimination, specifically allegations of employee misconduct involving sex discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including dating violence and domestic violence) and stalking.

ALLEGATIONS REPORTED BY TYPE

Employee-Related Reports

The allegations by type are categorized based on the description of the incident.

Title IX Employee Reports Allegations By Type



*If the description of the incident is limited or does not initially fall under a Title IX definition, the incident is categorized as "Other" and investigated further to determine possible prohibited conduct. If additional information cannot be obtained, a report may remain as "Other."

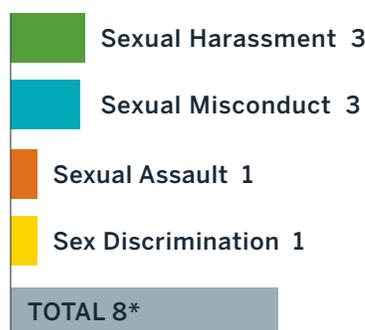
** Some cases may include multiple allegations of prohibited conduct. This is a breakdown of all allegations included in the reports.

OUTCOMES AND FINDINGS BY TYPE

Office for Inclusion and Equity

The following breakdown includes employee investigation outcomes under the Handbook of Operating Procedures (HOP) 3-3031: Prohibition of Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking.

Referrals of Alleged Violations



*Some referrals may include more than one policy violation. This is a breakdown of all policy violations included in the referrals from the Office for Inclusion & Equity to the Provost or Respective Dean/VP.

EMPLOYMENT RESOLUTIONS

Provost or Respective Dean/VP

The Executive Vice President and Provost (faculty) or respective Dean/Vice President (staff) reviewed and resolved the following Title IX related investigation reports that were received from the Office for Inclusion and Equity.

Employment Resolutions



*Findings Not Accepted: The applicable administrator reviewed the employee investigation report and did not accept the findings due to independent determination that the evidence standard was not met. The administrator closed the case.

Title IX in Summary | 2016-2017 Academic Year

TITLE IX POLICY VIOLATIONS

Provost or Respective Dean/VP

The following breakdown includes the Title IX related policy violations that were resolved by the Executive Vice President and Provost (faculty) or respective Dean/Vice President (staff).

Title IX Policy Violations



*Some referrals may include more than one policy violation. This is a breakdown of all policy violations from the Title IX employee cases.



EMPLOYMENT SANCTIONS BY POLICY VIOLATION TYPE

Provost or Respective Dean/VP

The following breakdown includes the employment sanctions issued by the type of Title IX related policy violation. The Executive Vice President and Provost determined the employment sanctions for faculty. The respective Dean/Vice President determined the employment sanctions (with consultation of Human Resources) for staff.

Employment Sanctions By Type	SMX (3)	HSX (2)	SA (1)
Employee Reprimand	1	0	0
Contract Non-renewed	0	1	1
Employment Suspension	1	0	0
Intent to Terminate	0	1	0
Employment Termination	1	0	0

SMX – Sexual Misconduct
 HSX – Sexual Harassment
 SA – Sexual Assault



UNIVERSITY HEALTH SERVICES (UHS)

University Health Services (UHS), part of the Division of Student Affairs, provides medical care and exams related to sexual assault, even if a student does not want to complete a forensic exam to press charges; sexually transmitted infection screening; assessment for prophylactic treatment for sexually transmitted infections; and pregnancy testing.

UT students may access a Sexual Assault Forensic Exam (SAFE) at University Health Services (UHS) at no charge during UHS business hours, Monday through Friday, 8am to 5pm. SAFEs are offered through a partnership with The SAFE Alliance, whose staff complete the exam at the UHS facility during these hours.

Students needing a SAFE during UHS business hours can call the UHS Nurse Advice Line at 512-475-6877 (NURS) or the The SAFE Alliance Hotline at 512-267-7233 (SAFE). Students needing a SAFE outside UHS business hours can call the The SAFE Alliance Hotline to arrange for an exam to take place at The SAFE Alliance.

The UHS website, www.healthyhorns.utexas.edu, contains information about what SAFEs entail and what to do and not do before a SAFE.

- **2 SAFE exams** were conducted at UHS in 2016-2017.
- **17 students** sought medical attention due to sexual assault or relationship violence (self-disclosed incidents by the patients)

UT POLICE DEPARTMENT (UTPD)

The UT Police Department (UTPD) assists with: filing a police report, emergency protective orders, and connecting victims to a community-based advocate and crime victim compensation resources.

- UTPD District Representative Program provides training and outreach to students, faculty/staff, campus partners, and community partners.
- UTPD offers at no charge a Rape Aggression Defense (RAD) System course for women that focuses on awareness, prevention, risk reduction, and avoidance, while providing basics of hands-on defense training.
- UTPD utilizes the Blueprint for Campus Police: Responding to Sexual Assault, which was developed in partnership with the Institute of Domestic Violence & Sexual Assault (IDVSA) and the UT System Office of Director of Police. The Blueprint focuses on best practices in campus police response to sexual assault with the implementation of victim-centered and trauma-informed approaches.

INTERPERSONAL VIOLENCE PEER SUPPORT (IVPS)

The Interpersonal Violence Peer Support (IVPS) program is a group of trained undergraduate and graduate students who offer private, peer-based support to students who have been impacted by interpersonal violence. They function as non-mandatory reporters, and thereby are not required to submit an official University report to Title IX.

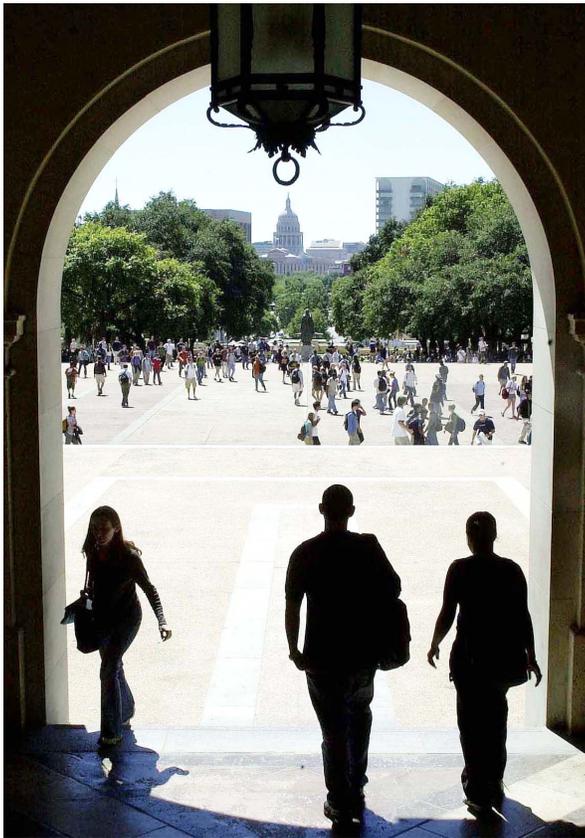
- The program was first proposed by student leaders in the Voices Against Violence student organization in 2016 to address a need for student-peer advocacy at the university. It was later adopted as a program initiative between the Student Emergency Services (SES) in the Office of the Dean of Students, Counseling and Mental Health Center (CMHC), and the Title IX Office. In 2017, the program oversight became part of Student Emergency Services (SES).
- **15 peer volunteers** were recruited as the first cohort in Spring 2017. The peer volunteers received over 50 hours of in-person advocate training.
- The IVPS program launched in Fall 2017 and the service officially became available for students.

Resources & Services

ADVOCATES

Advocates are trained professional staff who provides individual support to students who have been impacted by interpersonal violence. They function as non-mandatory reporters, and there by are not required to submit an official University report to Title IX. They serve as guides by providing information, non-judgmental support, and assisting with remedies. Advocates are available in Student Emergency Services in the Office of the Dean of Students and the Title IX Office.

- The Advocate role was first proposed in 2016 to address the need for additional non-mandatory reporting spaces at the university.
- **2 Advocate positions** were created in 2017, and the services and protocols were developed in Spring and Summer 2017. The Advocate services were launched in Fall 2017 and officially became available to students.



VOICES AGAINST VIOLENCE

Voices Against Violence (VAV) in the Counseling and Mental Health Center (CMHC), part of the Division of Student Affairs, offers comprehensive violence prevention and response programs. VAV addresses issues of interpersonal violence, such as sexual violence, dating violence, and stalking. VAV aims to provide the campus with tools to identify and interrupt interpersonal violence, support survivors, and build a campus that values and promotes healthy relationships and consent. VAV also offers survivor advocacy and counseling services for survivors of interpersonal violence. The VAV Survivor's Emergency Fund provides immediate financial assistance to student survivors of sexual violence, relationship violence, and/or stalking

- **2 full-time** VAV counselors; **3 additional** counselors with part-time VAV caseload
- CMHC provided **832 VAV counseling appointments** in 2016-2017
- VAV offered group counseling for survivors: "After Silence: A Support Group for Survivors of Familial Abuse" and "On Solid Ground: A Support Group for Survivors of Interpersonal Violence."
- **2 prevention/education staff**
- VAV Survivor's Emergency Fund supported **27 students** in 2016-2017
- The VAV Survivor's Emergency Fund has issued approximately **\$32,018** to survivors between 2012-2017 to cover expenses such as legal fees, lock changes and medical bills.
- VAV facilitated **27 in-person workshops** and trainings, and reached 6,591 students, faculty, and staff through direct programming, and VAV hosted **12 public events** in 2016-2017.
- Students raised **\$15,026** for the VAV Survivor's Emergency Fund in 2016-2017.
- Theatre for Dialogue held **18 performances** with **1,189 attendees** in 2016-2017.

Resources & Services

BeVocal: BYSTANDER INTERVENTION

BeVocal, the university wide bystander intervention initiative, was launched in 2014 to promote the idea that all individuals have the power to prevent high-risk behavior and harm. BeVocal collaborates with partners across campus to infuse the three steps of bystander intervention into their areas of campus. The three steps to bystander intervention are: 1) Recognize Potential Harm 2) Choose to Respond and 3) Take Action. BeVocal also helps to promote support services for faculty, staff, and students.

- BeVocal provided **49 in-person workshops, 16 in-person trainings,** and other events, reaching over **18,000 students, and 577 faculty and staff.**

SURE WALK

SURE Walk is a program partnership between Student Government and UT Parking and Transportation Services. The program is dedicated to eliminating sexual assault and other forms of interpersonal violence from our campus community. They provide safe walks and rides home to reduce the risk of assault occurring and aim to educate the community on assault, consent, healthy relationships, and resources for survivors of assault.

- SURE Walk employs between **35-40 part-time student employees,** and approx. 383 volunteers are recruited each academic year.
- SURE Walk provided **16,403 rides** in 2016-2017, **75%** (12,283) of the ride requests were in Spring 2017.

SURE RIDE

SURE Ride is a program sponsored by UT Parking and Transportation Services that provides students, faculty, and staff a free Lyft ride home from the main campus. The program is designed to give late-night Longhorns a safe and convenient transportation option 7 days a week from 11pm to 4am.

- SURE Ride was developed in 2016-2017 and officially launched in Fall 2017.

ADDITIONAL RESOURCES AVAILABLE

- **Employee Assistance Program (EAP):** EAP offers counseling support and resources to complainants and respondents, and provides manager consultation and referrals.. The services are confidential and free of charge to benefits-eligible employees. EAP can also facilitate a staff emergency fund for UT staff with immediate financial hardships.
- **University Ombuds Offices (Ombuds):** The Ombuds serve students, staff, and faculty as an informal, independent, and neutral resource to discuss University policies, procedures, and options. They are deemed non-mandatory reporters, and thereby not required to submit an official University report to Title IX.

