



**MAY 2019**

# **Title IX** Annual Report

**2017–2018 Academic Year**



The University of Texas at Austin  
**Title IX**

# Overview

This report highlights 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 assaults, sexual misconduct, stalking, and other Title IX-related allegations. This report is a collaborative effort made by many campus partners to provide continued awareness, context, and transparency to the university's policies, processes, education, and resources in relation to Title IX.

The offices that provided data and information to the report include:

- Counseling and Mental Health Center
- Employee Assistance Program
- Human Resources
- Office of the Executive Vice President and Provost
- Office of the Dean of Students
- Office for Inclusion and Equity
- Parking and Transportation Services
- Student Conduct and Academic Integrity, Office of the Dean of Students
- Student Emergency Services, Office of the Dean of Students
- Student Government
- Title IX Office, University Compliance Services
- Title IX Training and Investigations, Office of the Dean of Students
- University Compliance Services
- University Health Services
- University Ombuds Offices
- University of Texas Police Department
- Voices Against Violence, Counseling and Mental Health Center

For more information about Title IX, reporting options, support resources, and training opportunities, please contact:

**Title IX Office:** 512-471-0419  
**University Title IX Coordinator:** 512-232-3992  
**Email:** [titleix@austin.utexas.edu](mailto:titleix@austin.utexas.edu)  
**Website:** [titleix.utexas.edu](http://titleix.utexas.edu)

**File A Report:** [titleix.utexas.edu/file-a-report](http://titleix.utexas.edu/file-a-report)



# Title IX Summary 2017–2018 Academic Year

## STAFF

- 3** Staff in the Title IX Office
- Associate Vice President & Title IX Coordinator
  - Title IX Deputy and Education Coordinator
  - Prevention Coordinator and Advocate

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

- 3** Investigators in the Office for Inclusion and Equity (employee investigations)
- Assistant Vice President
  - 2 Associate Directors
  - *5 additional staff positions approved for hiring in 2018-2019*

## TITLE IX TRAININGS & PREVENTION

**3,088** students, faculty, and staff were trained in person on Title IX Basics (UT's sex discrimination and sexual misconduct policy (HOP 3-3031 and General Information Catalog, Appendix D), responsible employee obligations, and prevention). In-person trainings are optional for students, faculty, and staff.

- **59% increase in attendance at Title IX workshops** in comparison to 2016-2017
- **76% increase in the number of workshops requested** in comparison to 2016-2017

**96%** of incoming students completed the HAVEN online module training (Part One). HAVEN is a two-part online program that addresses interpersonal violence, sexual assaults, and healthy relationships. HAVEN is required for incoming and transfer students who are under the age of 21.

**1,408** incoming graduate students completed the HAVEN Plus online module training (specifically targeted for graduate students). HAVEN Plus is optional for graduate students.

**94%** of employees have completed the sexual harassment online training. Employees are required to complete the sexual harassment training within the first 30 days of employment and reoccurring every two years of employment.



## TITLE IX REPORTS

**421**

Student reports  
in the 2017–2018  
academic year

- **29** Informal Resolution Process
- **19** Referrals of Alleged Violations  
(TITLE IX – APPENDIX D)
- **6** Referrals of Alleged Violations  
(GENERAL MISCONDUCT – CHP. 11\*)

(445 reports in 2016–2017)

**131**

Employee reports  
in the 2017–2018  
academic year

- **27** Informal Resolution Process
- **5** Referrals of Alleged Violations  
(HOP 3-3031)

(44 reports in 2016–2017)

\* 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.

## REPORTING TIMEFRAME

**52%** of reports were made in the same semester that the incident occurred, and 11% of reports were for an incident from the previous semester.

## STUDENT-RELATED INCIDENT LOCATION

**23%** of alleged conduct occurred **on-campus**      **77%** of alleged conduct occurred **off-campus or location unknown**

## EMPLOYEE-RELATED INCIDENT LOCATION

**89%** of alleged conduct occurred **on-campus**      **11%** of alleged conduct occurred **off-campus or location unknown**

# Reporting Offices

## Investigations & SES

### TITLE IX TRAINING & INVESTIGATIONS

**Title IX Training and Investigations (Investigations) in the Office of the Dean of Students conducts the formal investigations and informal resolution processes 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 assistance, intervention, and referrals to support students navigating challenging or unexpected issues that impact their wellbeing and academic success.** SES assists with the primary operation of the Behavior Concerns Advice Line (BCAL), in partnership with the UT Police Department (UTPD), Employee Assistance Program (EAP), and the Counseling and Mental Health Center (CMHC). SES offers support to anyone impacted by a Title IX matter including complainants, respondents, and witnesses. SES serves as a neutral and impartial office for all parties involved in Title IX cases. SES provides the following Title IX-related support services:

- Offers professor notifications for academic-related impacts
- Facilitates a Student Emergency Fund for immediate financial needs
- Provides information regarding resources and reporting options on and off campus

# Student-Related Reports

## 2017–2018

### ALLEGATIONS REPORTED BY TYPE

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, a report may remain as "Unknown Title IX."  
 \*\* 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.  
 \*\*\* If the description of the incident may fall under one of the following definitions (sexual harassment or sexual misconduct), then the incident is categorized as "Sexual Harassment or Sexual Misconduct" and investigated further to determine possible prohibited conduct. If additional information determines an appropriate category, then the report is moved to either "Sexual Harassment" or "Sexual Misconduct." If additional information cannot be obtained, a report may remain in this initial category.  
 \*\*\*\* 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.

## STUDENT INVESTIGATIONS

**28%** (117) of total Title IX reports (421) were known *student-on-student*

Title IX matters.

**13%** (22) of student investigations (166)\* concluded with a finding of an alleged policy violation.

\*Applicable to opening a formal investigation. The remaining reports were categorized as either "Informal Resolution Process" or "Not Investigated/Non-Referrals."

## 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



\* 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. \*\* Violent Conduct: Engages in actual or threatened violent conduct against a person. \*\*\* 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.

## INFORMAL RESOLUTIONS BY TYPE

### Title IX Training and Investigations

2017-2018 introduced the informal resolution process for students, which is a voluntary, mutual agreement to resolve concerns. The informal resolution process is intended to be flexible while also providing a full range of possible outcomes, including but not limited to: facilitating an agreement between the parties involved, separating the parties involved, referring the parties to counseling programs, or conducting targeted educational and training programs. The informal resolution process is not available in cases involving alleged sexual assault, or interpersonal violence (including dating violence or domestic violence). The following breakdown includes the type of informal resolutions completed. When the informal resolution is completed, the documentation is a non-disciplinary educational record.



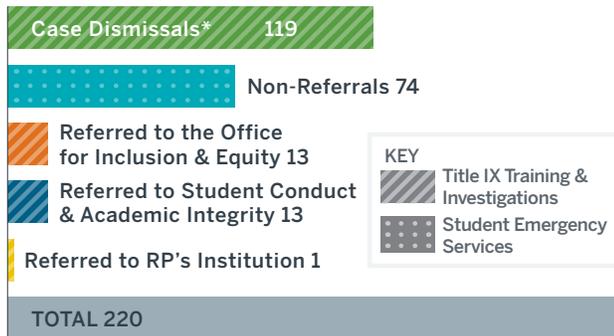
\* Number of allegations may be higher than the number of informal resolutions completed due to cases with multiple alleged policy violations. This is a breakdown of all alleged policy violations.



## 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.

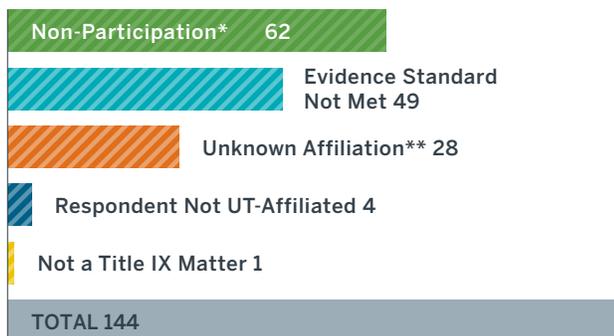


\*Case Dismissals: A case is dismissed because the respondent is not a student, UT-affiliated, or unknown, the complainant did not want to participate, or the complainant requested the case dismissed.

## 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.

## 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.



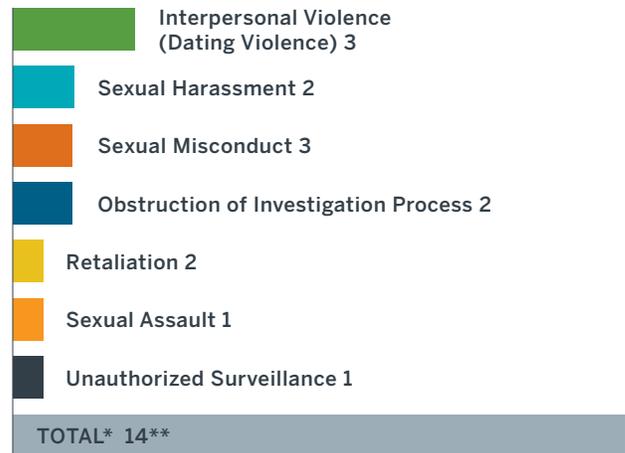
\* Findings dismissed through the Student Conduct process on Student Conduct review, Hearing Officer decision, or President's appeal decision due to independent determination that the preponderance of evidence was not met.

\*\* Pending: The student conduct process is pending a final resolution as of this publication.

## 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.



\*The total does not include pending cases.

\*\* Some referrals/cases may include more than one policy violation. This is a breakdown of all policy violations from closed 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\*

	HSX (2)	SUV (1)	IPV (4)	SMC (2)	OBS (2)	RTL (1)	SA (1)
No Contact Directive	2		1	1			1
Written Warning					2		
Disciplinary Probation	1		1	2		2	
Deferred Suspension			1				
Suspension	1		1				1
Expulsion/Permanent Bar on Student Acct		1		1			

<b>HSX</b> Sexual Harassment	<b>SUV</b> Unauthorized Surveillance	<b>IPV</b> Interpersonal Violence (Dating Violence)	<b>SMC</b> Sexual Misconduct
<b>OBS</b> Obstruction of Investigation Process	<b>RTL</b> Retaliation	<b>SA</b> Sexual Assault	

\* Pending cases are not included.

# Employee-Related Reports 2017–2018

## OFFICE FOR INCLUSION AND EQUITY

**Office for Inclusion and Equity (OIE) conducts the formal investigations 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

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

### Title IX Employee Reports, Allegations By Type



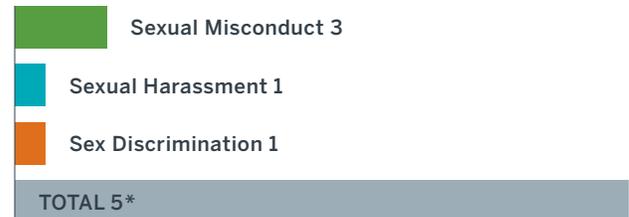
\* Some cases may include multiple allegations of prohibited conduct. This is a breakdown of all allegations included in the reports.

## 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/cases 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

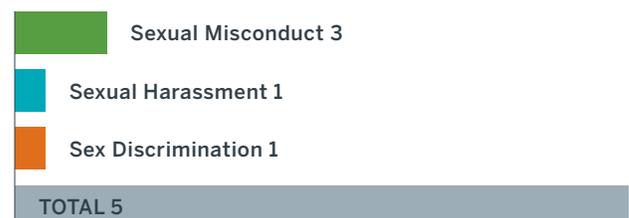
The Executive Vice President and Provost (faculty) or respective Dean/Vice President (staff) reviewed and resolved the following Title IX-related investigation reports that were received from the Office for Inclusion and Equity.



## 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).



## 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 (in consultation with Human Resources) for staff.

### Sanctions By Type

	SMX (3)	HSX (1)	SD (1)
No Sanction			1*
Employee Reprimand	1		
Final Warning		1	
Employee Probation	1		
Employment Termination	1		

**SMX** Sexual Misconduct

**HSX** Sexual Harassment

**SD** Sex Discrimination

\*Inequitable faculty committee assignments; resolved & remedied by the Provost's Office

# Resources & Services

## 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 should call the UHS Nurse Advice Line during business hours at 512-475-6877 (NURS) to discuss their options, schedule a UHS appointment, and/or arrange for a Sexual Assault Forensic Exam (SAFE). SAFEs are offered at no charge.

UHS appointments can be scheduled and SAFE exams performed at UHS during regular business hours, Monday–Friday, 8 a.m. to 5 p.m. When UHS is closed, a SAFE exam can be obtained through The SAFE Alliance by calling 512-267-SAFE (7233) (24/7 hotline). SAFE exams are offered at no charge at UHS during business hours through a partnership with The SAFE Alliance, whose staff complete the exam at the UHS facility.

The UHS website, [healthyhorns.utexas.edu](http://healthyhorns.utexas.edu), contains information about what SAFEs entail and what to do and not do before a SAFE exam.

**34** Students served who sought medical attention due to sexual assault or relationship violence (self-disclosed incidents by the patients)

**3** SAFE exams were conducted at UHS in 2017–2018

## 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 community service officers, or District Representatives, offer free Active Shooter Response trainings by request.

**31** Trainings conducted in 2018; 17 involved faculty and staff, 9 were at the request of students, 3 were for off-campus staff and 2 were for those living in off-campus dormitories.

UTPD offers, at no charge, a Rape Aggression Defense (RAD) course for women that focuses on awareness, prevention, risk reduction, and avoidance, while providing basics of hands-on defense training. A version of the course is also available to men.

**180** RAD course participants in 2017–2018

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. In 2018, UTPD established a **sergeant** and **detective** to lead sexual assault investigations.

UTPD is a member of the newly formed **Inter-agency Sexual Assault Team (ISAT)**. It is led by the Travis County District Attorney, and composed of law enforcement personnel and sexual assault victim advocates. The purpose is to establish consistent and uniform investigative practices such as trauma-informed techniques, among all agencies in Travis County.

## Resources & Services (Continued)

### ADVOCATES

Two advocates, who are non-mandatory reporters to Title IX, began providing support services in August 2017 to students who have been impacted by Title IX-related issues. One advocate resides in Student Emergency Services, and one advocate resides in the Title IX Office.

**112**

Students served with Title IX-related accommodations, resources, and referrals in 2017–2018.



44% of these students first disclosed to an Advocate before seeking services from other university offices.

55% of these cases (62) were also reported to Title IX Training and Investigations in the Office of the Dean of Students.

### 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 Title IX-related issues. IVPS are non-mandatory reporters to Title IX.

**15** Peer supporters

**244** Hours of outreach (emails, tabling events, presentations, attending student organizations, and attending university departments)

**8** Peer appointments with students seeking peer support (emotional support and reporting options)

### VOICES AGAINST VIOLENCE (VAV)

Voices Against Violence (VAV) in the Counseling and Mental Health Center (CMHC) 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 a VAV Survivor's Emergency Fund to provide immediate financial assistance to student survivors of sexual violence, relationship violence, and/or stalking.

**1** Full-time VAV counselors      **5** Part-time VAV counselors  
**2** Full-time prevention/education staff members      **4** Part-time student staff

- 752 VAV counseling appointments
- 28 students supported by the VAV Survivor's Emergency Fund in 2017–2018
- Between 2012–2018, the VAV Survivor's Emergency Fund has issued approximately \$42,268 to cover expenses such as legal fees, lock changes, and medical bills.
- Group counseling for survivors: "After Silence: A Support Group for Survivors of Familial Abuse," "On Solid Ground: A Support Group for Survivors of Interpersonal Violence," and "VAV Survivor Support Drop in Group"
- 32 in-person workshops/trainings, 6 public events, 20 performances (Theatre for Dialogue)
- 12,600 community members reached in 2017–2018



Image Courtesy: Voices Against Violence

## Resources & Services (Continued)

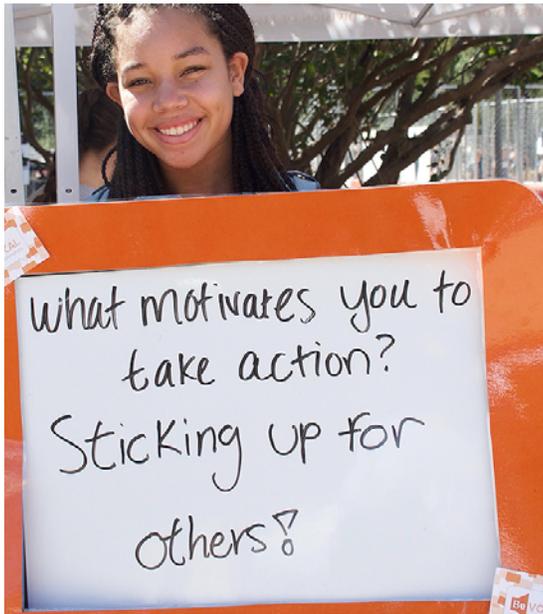


Image Courtesy BeVocal

### 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
3. Take Action

BeVocal also helps to promote support services for faculty, staff, and students.

BeVocal provided or was incorporated into:

**32** In-person workshops    **17** In-person trainings

(and 40 other events)

**12K** Students reached

**1.7K** Faculty/staff reached

### 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.

**35-40** Part-time student employees

(plus, with assistance of Student Government, a pool of volunteers to assist with night-time operations)

**33K** Walks/rides provided in 2017–2018

### UT NIGHT RIDES (FORMERLY SURE RIDE)

**UT Night Rides (formerly known as 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 11 p.m. to 4 a.m.

**54K** Rides provided in 2017–2018

### ADDITIONAL RESOURCES AVAILABLE

**Employee Assistance Program (EAP):** Offers counseling services to help employees improve their health, well-being, and effectiveness; 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):** Serve students, staff, and faculty as an informal, independent, and neutral resource to discuss University policies, procedures, and options; deemed non-mandatory reporters, and thereby not required to submit an official University report to Title IX.

- 10 cases from students and staff, and 18 cases from faculty related to Title IX concerns in 2017–2018

**Title IX Office:** 512-471-0419

**University Title IX Coordinator:** 512-232-3992

**Email:** [titleix@austin.utexas.edu](mailto:titleix@austin.utexas.edu)

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

**File A Report:** [titleix.utexas.edu/file-a-report](http://titleix.utexas.edu/file-a-report)



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