

TITLE IX Office:

Chief Executive Report

2024-2025 Academic Year



TEXAS
The University of Texas at Austin

Executive Summary: Chief Executive Report

2024-2025 Academic Year

Starting on August 26, 2024, to August 24, 2025

Pursuant to Section 51.253(c) of the Texas Education Code (Tex. Educ. Code), the university's Chief Executive Officer (CEO) is required to submit a written report to the institution's governing body and publish to the institution's website.

This report must address incidents of sexual harassment, sexual assault, dating violence, and stalking, as defined in Section 51.251 of the Tex. Educ. Code, reported by employees who either witness or received information about such incidents. These incidents must involve individuals who were enrolled students or employees at the time of the incident, in accordance with Section 51.252 of Tex. Educ. Code.

On October 31, 2025, The University of Texas at Austin (UT) published the CEO Report on the [Title IX Office website](#) as required by Section 51.253(c) of the Tex. Educ. Code. This executive summary serves as a companion document to provide additional context and explanation of the data included in the CEO Report, specifically regarding reports submitted to the [Title IX Office](#) under Section 51.252 of the Tex. Educ. Code.

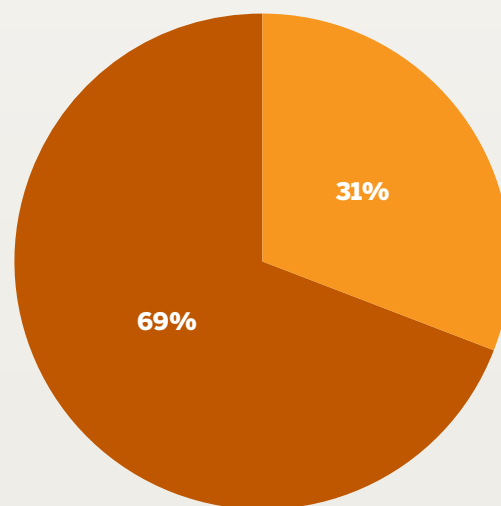
REPORTS SUBMITTED UNDER TEX. EDUC. CODE, SECTION 51.252

For the 2024-2025 academic year, the Title IX Office received a total of **372 actionable reports** (31%) under Tex. Educ. Code, Section 51.252. Of these, **325 reports** (27%) involved individuals seeking support and resources, while **47 reports** (4%) pursued the Grievance Process.

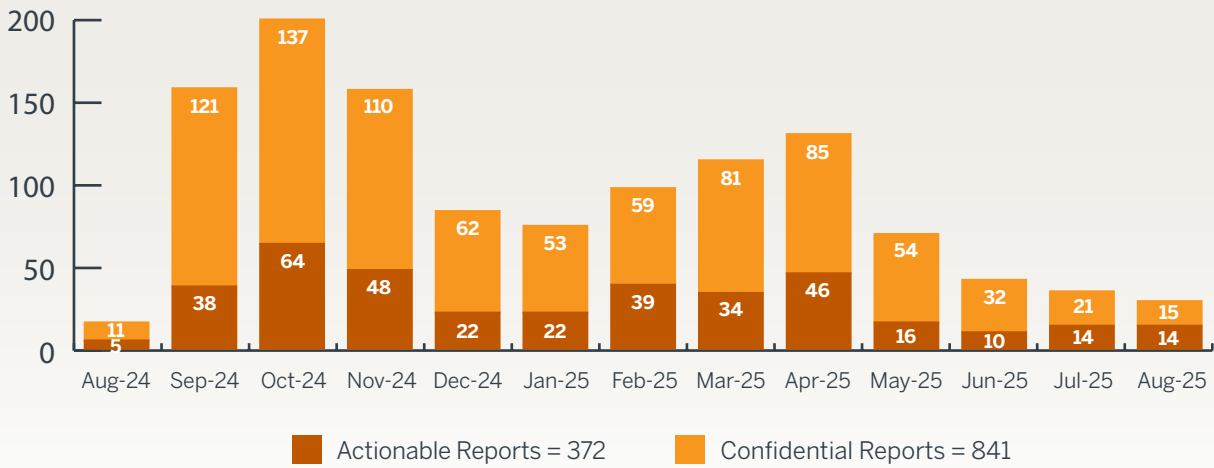
In addition, **841 reports** (69%) were made to confidential campus resources, bringing the total number of reports submitted under Tex. Educ. Code, Section 51.252 to **1,213**.

Of the total 1,213 reports submitted during the 2024-2025 academic year:

- **564 reports** (46.5%) were submitted between August 26, 2024, and December 15, 2024;
- **278 reports** (22.9%) were submitted between December 16, 2024, and March 15, 2025;
- **280 reports** (23.1%) were submitted between March 16, 2025, and June 15, 2025; and
- **91 reports** (7.5%) were submitted between June 16, 2025, and August 24, 2025.



■ Actionable Reports = 372
■ Confidential Reports = 841



ACTIONABLE REPORTS SUBMITTED UNDER TEX. EDUC. CODE, SECTION 51.252

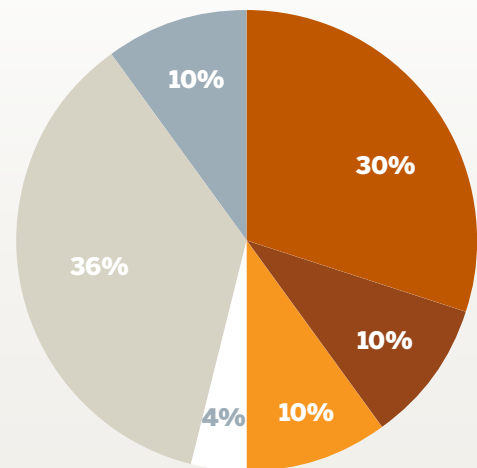
Of the 372 actionable reports submitted to the Title IX Office under Tex. Educ. Code, Section 51.252, a total of **47 reports** (3.9%) were eligible for investigation. These reports included a Formal Complaint signed by either the Complainant or the Title IX Coordinator, thereby initiating the appropriate track of the Grievance Process¹ (e.g., **Track A**, **Track B**, **Track C**, and **Primary and Secondary Schools**). In all cases, the individuals impacted by the reported incidents were provided with support and resources.

Reports Received under Tex. Educ. Code, Section 51.252 That Were Not Investigated

The remaining reports were not investigated due to the following reasons:

1. Respondent² is Not Affiliated to UT

A total of **99 reports** were not investigated because the alleged Respondent (RP) was confirmed to have no affiliation with the University. As a result, the University could not initiate a Grievance Process or the Alternative Dispute Resolution Process. Complainants (CP) were referred to **Support and Resources** in the Title IX Office.



¹ Any person subject to an alleged incident of sexual assault, sexual harassment, dating violence, and stalking may file a *Formal Complaint* with the Title IX Office to initiate the appropriate grievance process under the **Handbook of Operating Procedures 3-3031: Prohibition of Sexual Assault, Interpersonal Violence, Stalking, Sexual Harassment, and Sex Discrimination** (HOP 3-3031). The Title IX Coordinator may also file and sign a Formal Complaint based on any incident report received which will initiate the appropriate grievance process track. Information about the four grievance processes tracks under **HOP 3-3031, Track A, Track B, Track C**, and **Primary and Secondary Schools** can be found in the **Title IX Office website**.

² Respondent is defined in **HOP 3-3031** as: "The individual and/or organization reported to be the alleged perpetrator of conduct that violates this Policy."

- Respondent is Not Affiliated to UT
- Third Party Report – Complainant Opted Not to File a Formal Complaint
- Complainant Opted to Report the Incident but Not Sign a Formal Complaint
- Complainant was Only Seeking Support and Resources
- Administration Closure – Insufficient Information to Investigate
- Other (see below)

2. Administrative Closure – Insufficient Information to Investigate

A total of **116 reports** were administratively closed due to limited information about the alleged conduct. This occurred for various reasons, including third-party submissions, the Complainant declining to participate in the Grievance Process, or unknown identities of the Complainant and/or Respondent. Complainants were referred to Support and Resources in the Title IX Office.

3. Third-Party Report – Complainant Declined to File a Formal Complaint

A total of **34 reports** were submitted by third parties. During the preliminary fact-finding process, the Complainant opted not to sign a Formal Complaint to initiate the Grievance Process or the Alternative Dispute Resolution Process. Complainants were referred to Support and Resources in the Title IX Office.

4. Complainant Opted to Report but Not File a Formal Complaint

A total of **31 reports** were not investigated because the Complainant wanted the University to be aware of the incident but did not wish to sign a Formal Complaint to initiate the Grievance Process or the Alternative Dispute Resolution Process. Complainants were referred to Support and Resources in the Title IX Office.

5. Complainant Solely Seeking Support and Resources

A total of **14 reports** were submitted by third parties. During the preliminary fact-finding stage, it was determined that the Complainant was solely seeking support and resources and did not wish to provide additional information about the alleged conduct. Complainants were referred to Support and Resources in the Title IX Office.

6. Other (31 reports)

a. Unknown Respondent – 8 reports were not investigated because the Respondent's identity was unknown to the Complainant.

b. Support from Confidential Case Manager for Students – 9 reports were submitted by third parties. The Complainant was solely seeking support and resources from the Confidential Case Manager for Students and did not wish to provide additional information.

c. Respondent No Longer Affiliated with the University – 8 reports involved Respondents who were affiliated at the time of the alleged incident but were no longer affiliated when the report was made.

d. Supplemental Report – 3 reports were determined to be supplemental to previously reported matters during the preliminary fact-finding stage.

e. Witness Seeking Support and Resources – 3 reports were submitted by third parties. The Witness was solely seeking information about support and resources and did not wish to provide additional information.

Reports Received under Tex. Educ. Code, Section 51.252 that were Investigated

The following information outlines the status of all Formal Complaints received by the Title IX Office that were investigated under Tex. Educ. Code, Section 51.252.

Preliminary Fact-Finding Stage

Upon receiving a report, the Intake and Assessment team in the Title IX Office contacts the Complainant to provide information about available support and resources, gather additional details about the alleged conduct, and explain the Grievance Process. As of September 15, 2025, none of the 47 Formal Complaints submitted during the 2024-2025 academic year remained in the preliminary fact-finding stage.

Due Diligence Process

Following the initial report, the Title IX Office may refer the matter to the Department of Investigation and Adjudication (DIA) to conduct a Due Diligence Process. This process is initiated when the Title IX Office determines that additional information is needed to assess whether the alleged conduct may constitute a violation of HOP 3-3031. If sufficient information is obtained, the Title IX Coordinator may sign a Formal Complaint to initiate the Grievance Process. As of September 15, 2025, **one report** (2%) was undergoing the Due Diligence Process.

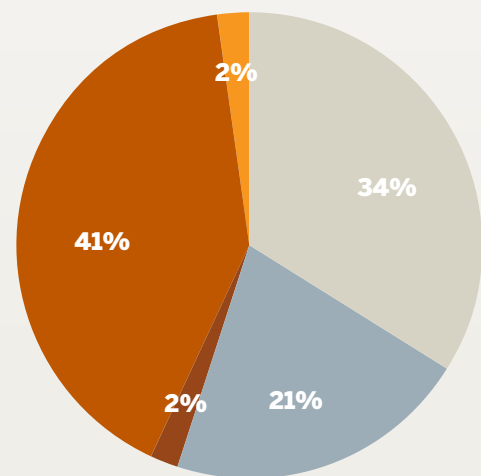
Formal Grievance Process Dismissals

A total of **16 Formal Complaints** (34%) signed by the Complainant to initiate the Grievance Process were dismissed by the Title IX Coordinator for the following reasons:

1. Any specific circumstances that prevent the university from gathering the evidence sufficient to reach a determination as to the Formal Complaint or any allegation therein. (4)
2. The Complainant requested in writing the dismissal of the Formal Complaint. (9)
3. Respondent was an employee and is no longer employed at any time during the Grievance Process including the investigation or hearing. (2)
4. The conduct alleged does not meet the definition of any conduct prohibited under HOP 3-3031. (1)

Formal Grievance Process

After outreach by the Intake and Assessment team, **30 of the 47 Formal Complaints** (64%) proceeded through the Grievance Process.



- Formal Complaint Dismissed
- Pending Grievance Process Investigation
- Pending Grievance Process Adjudication
- Grievance Process Completed
- Pending Due Diligence Process

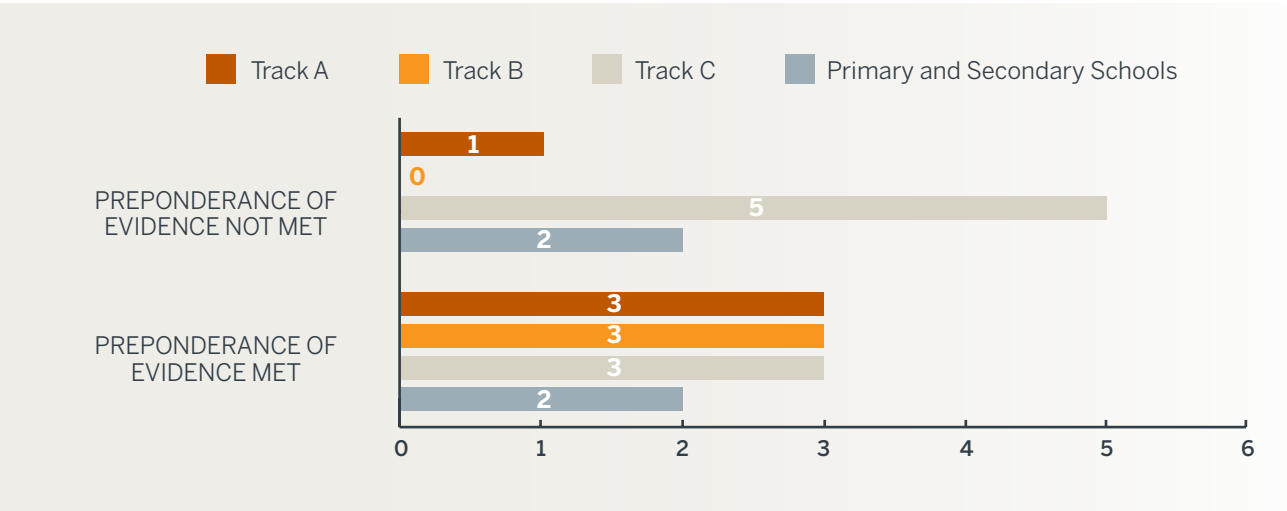
As of September 15, 2025:

- **10 Formal Complaints** (21%) were pending completion of the investigation.
- **1 Formal Complaint** (2%) had completed the investigation and was pending the adjudication via a live hearing under **Track B**.
- **19 Formal Complaints** (40%) had completed the Grievance Process.
- No Formal Complaints were pending a live hearing under **Track A**.
- No Formal Complaints were pending the Disciplinary Determination Process under **Track C**.
- No Formal Complaints were pending appeals determination.

Disposition³ of the Formal Grievance Process

As of September 15, 2025, **19 of 47 Formal Complaints** (40%) had been fully investigated and adjudicated. Of these:

- **8 Formal Complaints** (17%) did not meet the preponderance of evidence standard and resulted in a no finding of a violation.
- **11 Formal Complaints** (23%) met the preponderance of the evidence standard and **resulted in a finding of a violation**.



Disposition of the 11 Formal Complaints with a Finding of Violation:

Track A Grievance Process – 3 Cases

1. Respondent was placed on disciplinary probation effective immediately and extending through Respondent's graduation from the University. Respondent was also issued a No Contact Directive. (1)
2. Respondent was placed on deferred suspension effective immediately and extending through Respondent's graduation from the University. Respondent was also issued a No Contact Directive. (1)
3. Respondent was placed on a two-year suspension starting during the 2025 fall semester and extending through the 2027 summer semester. After completion of the suspension period, Respondent will be placed on a deferred suspension upon Respondent's re-enrollment at the University and extending through Respondent's graduation. Respondent was also issued a No Contact Directive. (1)

Track B Grievance Process – 3 Cases

1. Respondent was placed on deferred suspension effective immediately and extending through December 31, 2025. Respondent was also issued a No Contact Directive. (1)
2. Respondent was placed on a one-year suspension from the University starting during the 2025 fall semester and extending through the 2026 summer semester. After completion of the suspension period, Respondent will be placed on a deferred suspension upon Respondent's re-enrollment at the University and extending through Respondent's graduation. Respondent was also issued a No Contact Directive. (1)
3. Respondent was expelled from the University effective July 11, 2025. Respondent was also issued a No Contact Directive. (1)

³ "Disposition" means "final result under the institution's disciplinary process" as defined in the Texas Higher Education Coordinating Board's (THECB) rules for Tex. Educ. Code, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)].

Track C Grievance Process – 3 Cases

1. Respondent is not eligible for future employment, including volunteer positions, with the University. (1)
2. Respondent is permanently barred from employment at the University, including all forms of employment and volunteer positions. (1)
3. Respondent was terminated from their employment effective immediately. Respondent is ineligible for future employment and volunteer positions at the University. (1)

Primary and Secondary Schools Grievance Process – 2 Cases

1. Respondent is permanently barred from employment at the University, including all forms of employment and volunteer positions. Respondent is prohibited from accessing any property owned, leased, or controlled by the University, including all campus grounds, buildings, and facilities. Respondent is prohibited from attending University-sponsored events, including, but not limited to, athletics competitions, performances, lectures, and other events hosted by or affiliated with UT Austin. (2)⁴

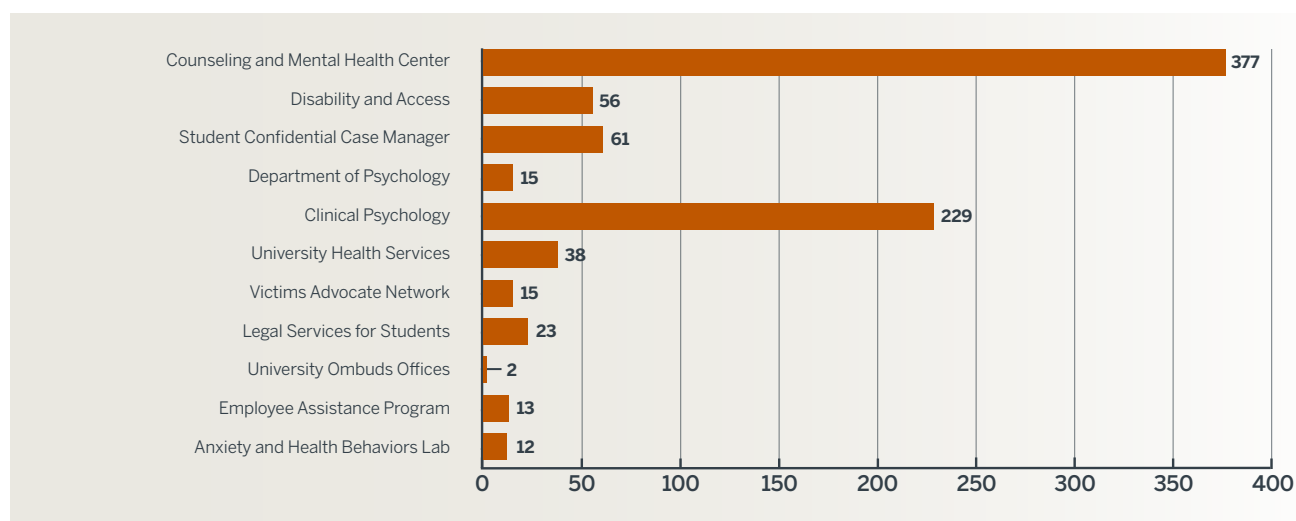
CONFIDENTIAL REPORTS⁵ SUBMITTED UNDER TEX. EDUC. CODE, SECTION 51.252

Under Tex. Educ. Code, Section 51.252, a university may designate certain employees as confidential resources, allowing students to discuss incidents of sexual assault, sexual harassment, dating violence, and stalking without concern that the matter will be reported to the Title IX Coordinator for investigation. Additionally, employees who receive reports “under circumstances that render the employee’s communication confidential or privileged under other law,” including but not limited to healthcare, mental healthcare, and medical providers are also considered confidential employees.

For these categories of employees, only the disclosure of the type of conduct (e.g., sexual assault, sexual harassment, dating violence, and stalking) is required for compliance. As a result, the limited information contained in reports from confidential employees limits the Title IX Coordinator’s ability to track data related to these incidents and determine if they are duplicate reports.

Because confidential employees routinely refer Complainants to the Title IX Office and the Title IX Office always refers Complainants to support services, many of which are confidential employees, it is highly likely that many confidential reports are duplicative of official, non-confidential reports submitted to the Title IX Coordinator. Therefore, the total number of reports may be inflated due to the likelihood of duplicate reports among confidential reports.

A total of **841 of 1,213 reports** (69.3%) were submitted to confidential employees on campus, many of which may be duplicate reports as explained above. A complete list of all confidential employees on campus can be found on the university’s [Title IX Office website](#).



⁴ Matter involves one Respondent who was found in violation for two separate cases.

⁵ “Confidential Reports” is a sub-set of the total number of reports that were received under Tex. Educ. Code, Section 51.252, by a confidential employee or office.