



TO: U.T. System Board of Regents

FROM: James E. Davis, Chief Executive Officer

DATE: October 6, 2025

RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code §51.253(c)

Pursuant to Texas Education Code (Tex. Educ. Code), Section 51.253(c), the university's Chief Executive Officer is required to submit a written report at least once during each fall or spring semester to the institution's governing body. The report must be posted on the institution's internet website regarding reports received from employees that witness or receive information regarding sexual harassment, sexual assault, dating violence, and stalking incidents as defined in Tex. Educ. Code, Section 51.251, and committed by or against a person that is an enrolled student or employee at the time of the incident per Tex. Educ. Code, Section 51.252. The Chief Executive Officer's Report (CEO Report) must also include information about any disciplinary actions taken under Tex. Educ. Code, Section 51.255, due to an employee's failure to report sexual harassment, sexual assault, dating violence, and stalking incidents as defined in Tex. Educ. Code, Section 51.251, or about employees that submit a false report to the institution under Tex. Educ. Code, Section 51.255(a).

In compliance with the Chief Executive Officer reporting requirements under Tex. Educ. Code, Section 51.253(c), the enclosed CEO Report includes all the required reporting information to the U.T. System Board of Regents for the 2024-2025 academic year (Appendix A), as well as status updates to the 2023-2024 academic year (Appendix B) report as of September 15, 2025. The summary data in Appendix A and Appendix B are categorized based on the reporting requirements under Tex. Educ. Code, Section 51.253(c).

The CEO Report is also publicly reported and posted on the Title IX Office website, <https://titleix.utexas.edu/data-reports>, as required by Tex. Educ. Code, Section 51.253(c). A copy of this CEO Report (along with an annual certification of compliance) will be submitted to the Texas Higher Education Coordinating Board (THECB) by October 31, 2025, as required annually by 19 Tex. Admin. Code Section 3.19(a).

Please also take note that additional reports¹ received by The University of Texas at Austin, including the Dell Medical School, that did not meet the reporting criteria² in the Texas Education Code (e.g., unprofessional or inappropriate conduct of a sexual nature, sexual exploitation, domestic violence, and duplicate reports) were not included in this report. Accordingly, these reports only contain unique instances of alleged conduct.

¹ When identifiable, duplicate reports were consolidated and counted as one report in the summary data, and confidential employee reporting is noted as a sub-set to the total number of reports received.

² For example, reports made by students and all other non-employees (including incidents under 19 Tex. Admin. Code Section 3.5(d)(3)) are excluded from Appendix A and Appendix B. Additionally, if a Title IX Coordinator or Deputy Coordinator determines that the type of incident described in a report, as alleged, does not constitute "sexual harassment," "sexual assault," "dating violence," or "stalking" as defined in the Tex. Educ. Code, Section 51.251, the report is excluded from Appendix A and Appendix B.

JAMES E. DAVIS, President

Chief Executive Officer Annual Certification to THECB

The University of Texas at Austin
for the time period of **August 26, 2024**, through **August 24, 2025**,
and **August 21, 2023**, to **August 25, 2024**

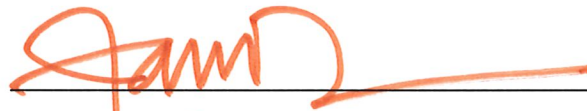
Under Texas Education Code (TEC), Section 51.258, the institution's Chief Executive Officer is required to annually certify in writing to the Coordinating Board that the institution is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2. Per THECB Rule 3.19, this certification is made annually in October of each year.

By signing this statement, I certify that **The University of Texas at Austin** is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2.

As evidence of the institution's compliance with Subchapter E-2:

1. The annual Chief Executive Officer Report was submitted to the institution's governing board on **October 6, 2025**.
2. A summary data report is posted on the institution's website at <https://titleix.utexas.edu/data-reports>.

Signature of CEO:



Printed Name:

JAMES E DAVIS

Date:

10.6.25

Appendix A – Summary Data Report
2024-2025 Academic Year: August 26, 2024, to August 24, 2025

Texas Education Code, Section 51.252	Total
<u>Number of reports received under Section 51.252</u>	<u>1,213</u>
1. Number of reports received during the first quarter (8/26/24 – 12/15/24)	564 (46.5%)
2. Number of reports received during the second quarter (12/16/24 – 3/15/25)	278 (22.9%)
3. Number of reports received during the third quarter (3/16/25 – 6/15/25)	280 (23.1%)
4. Number of reports received during the fourth quarter (6/16/25 – 8/24/25)	91 (7.5%)
Number of confidential¹ reports received under Section 51.252	841 (69.3%)
<u>Number of investigations conducted under Section 51.252</u>	<u>47 (3.9%)</u>
1. Conducting Preliminary Fact-Finding Inquiry	0 (0.0%)
2. <u>Formal Complaint Dismissed</u>	16 (1.3%)
a. 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)	
b. The Complainant requested in writing the dismissal of the Formal Complaint. (9)	
c. Respondent was an employee and is no longer employed at any time during the Grievance Process including the investigation or hearing. (2)	
d. The conduct alleged does not meet the definition of any conduct prohibited under HOP 3-3031. (1)	
3. <u>Pending Grievance Process Investigation</u>	10 (0.8%)
a. Track A – 2	
b. Track B – 6	
c. Track C – 2	
4. <u>Pending Grievance Process Live Hearing</u>	1 (0.1%)
a. Track A – 0	
b. Track B – 1	
5. Pending Grievance Process Track C - Disciplinary Determination Process	0 (0.0%)
6. Pending Due Diligence Inquiry Conducted by DIA	1 (0.1%)
7. <u>Grievance Process Completed</u>	19 (1.6%)
a. Track A – 4	
b. Track B – 3	
c. Track C – 8	
d. Primary and Secondary Schools - 4	

¹ “Number of confidential reports” is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office (e.g., Counseling and Mental Health Center, University Health Services, Student Advocate, Victims Advocate Network or Student Ombuds).

<u>Number of reports under Section 51.252 for which the university determined not to initiate a disciplinary process²</u>	<u>325 (26.8%)</u>
1. Respondent is not affiliated to the university.	99 (8.2%)
2. Respondent is no longer affiliated to the university.	8 (0.6%)
3. Third party report – The Complainant opted to not file a Formal Complaint to initiate the Grievance Process or the Alternative Dispute Resolution Process.	34 (2.8%)
4. Administrative Closure – Insufficient information to investigate at this time.	116 (9.6%)
5. Complainant is only seeking support and resources.	14 (1.2%)
6. Complainant is only seeking support and resources from the Confidential Case Manager for Student.	9 (0.7%)
7. Witness seeking support and resources.	3 (0.2%)
8. Complainant opted to report the incident but not sign a Formal Complaint to initiate the Grievance Process or the Alternative Dispute Resolution Process.	31 (2.6%)
9. Unknown Respondent.	8 (0.6%)
10. Determined this was a supplemental referral during the preliminary fact-finding inquiry.	3 (0.2%)
Total Reports:	1,213 (100%)
Disposition ³ of disciplinary processes for reports under Section 51.252	19 (1.6%)
1. Preponderance of Evidence Not Met ⁴	8 (0.7%)
a. Track A – 1	
b. Track B – 0	
c. Track C – 5	
d. Primary and Secondary Schools – 2	11 (0.9%)
2. Preponderance of Evidence Met	
a. Track A – 3	
i. Respondent was placed on disciplinary probation effective immediately and extending through Respondent's graduation from UT Austin. Respondent was also issued a <i>No Contact Directive</i> . (1)	
ii. Respondent was placed on deferred suspension effective immediately and extending through Respondent's graduation from UT Austin. Respondent was also issued a <i>No Contact Directive</i> . (1)	

² The institution determined “not to initiate a disciplinary process” for the reasons listed in this section (e.g., respondent is not affiliated to UT, administrative closure due to insufficient information to investigation, an informal resolution process was requested, determined matter was previously investigated, complainant requested the dismissal of the investigation, and Complainant's and Respondent's identity are unknown).

³ “Disposition” means “final result under the institution's disciplinary process” as defined in the Texas Higher Education Coordinating Board's (THECB) rules for TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed until the result is rendered.

⁴ “Preponderance of Evidence Not Met” for Track A, Track B, and Track C matters in this section refers to instances where there is a no finding of responsibility after a hearing or an appeal process was conducted.

- iii. 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 UT Austin and extending through Respondent's graduation. Respondent was also issued a *No Contact Directive*. (1)
- b. Track B – 3
 - i. Respondent was placed on deferred suspension effective immediately and extending through December 31, 2025. Respondent was also issued a *No Contact Directive*. (1)
 - ii. Respondent was placed on a one-year suspension 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 effective upon Respondent's re-enrollment at the UT Austin and extending through Respondent's graduation. Respondent was also issued a *No Contact Directive*. (1)
 - iii. Respondent was expelled from the University effective July 11, 2025. Respondent was also issued a *No Contact Directive*. (1)
- c. Track C – 3
 - i. Respondent is not eligible for future employment, including a volunteer position, with the University. (1)
 - ii. Respondent is permanently barred from employment at UT Austin, including all forms of employment and volunteer positions. (1)
 - iii. Respondent was terminated from their employment effective immediately. Respondent is ineligible for future employment and volunteer positions at UT Austin. (1)
- d. Primary and Secondary Schools – 2
 - i. Respondent is permanently barred from employment at UT Austin, including all forms of employment and volunteer positions. Respondent is prohibited from accessing any property owned, leased, or controlled by UT Austin, 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)⁵

⁵ Matter involves one Respondent who was found in violation for two separate cases.

Texas Education Code, Section 51.255 (Failure to Report or False Report)	Total
Number of reports received that include allegations of an employee's failure to report or submitting a false report to the institution under Section 51.255(a)	16 (100.0%)
Number of investigations conducted regarding Section 51.255	<u>1 (6.3%)</u>
a. Pending Grievance Process Track C Disciplinary Determination Process	1 (6.3%)
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	<u>0 (0.0%)</u>
Number of reports under Section 51.255(c) for which the institution determined not to initiate a disciplinary process	<u>15 (93.7%)</u>
a. Determined this was not a Failure to Report matter during the preliminary fact-finding stage.	13 (81.1%)
b. Complainant opted to report the incident but not sign a Formal Complaint to initiate the Grievance Process or the Alternative Dispute Resolution Process.	1 (6.3%)
c. Formal Complaint Dismissed – The conduct alleged does not meet the definition of any conduct prohibited under HOP 3-3031	1 (6.3%)

Appendix B – Summary Data Report
2023-2024 Academic Year: August 21, 2023, to August 25, 2024

Texas Education Code, Section 51.252	Total
<u>Number of reports received under Section 51.252</u>	<u>1,152</u>
1. Number of reports received during the first quarter (8/21/23 – 12/15/23)	497 (43.1%)
2. Number of reports received during the second quarter (12/16/23 – 3/15/24)	252 (21.9%)
3. Number of reports received during the third quarter (3/16/24 – 6/15/24)	268 (23.3%)
4. Number of reports received during the fourth quarter (6/16/24 – 8/25/24)	135 (11.7%)
Number of confidential¹ reports received under Section 51.252	718 (62.3%)
<u>Number of investigations conducted under Section 51.252</u>	<u>57 (5.0%)</u>
1. Conducting Preliminary Fact-Finding Inquiry	0 (0.0%)
2. <u>Formal Complaint Dismissed</u>	11 (1.0%)
a. 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 – 5	
b. The Complainant requested in writing the dismissal of the Formal Complaint – 6	
3. <u>Pending Grievance Process Investigation</u>	0 (0.0%)
a. Track A – 0	
b. Track B – 0	
c. Track C – 0	
4. <u>Pending Grievance Process Live Hearing</u>	0 (0.0%)
a. Track A – 0	
b. Track B – 0	
5. Pending Grievance Process Track C - Disciplinary Determination Process	0 (0.0%)
6. <u>Grievance Process Completed</u>	46 (4.0%)
a. Track A – 10	
b. Track B – 18	
c. Track C – 18	

¹ “Number of confidential reports” is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office (e.g., Counseling and Mental Health Center, University Health Services, Student Advocate, Victim’s Advocate Network or Student Ombuds).

<u>Number of reports under Section 51.252 for which the university determined not to initiate a disciplinary process²</u>	<u>377 (32.7%)</u>
1. Respondent is not affiliated to the university.	119 (10.3%)
2. Respondent is no longer affiliated to the university.	11 (1.0%)
3. Third party report – The Complainant opted to not file a Formal Complaint to initiate the Grievance Process or the Restorative Practices Process.	58 (5.0%)
4. Administrative Closure – Insufficient information to investigate at this time.	111 (9.6%)
5. Complainant is only seeking support and resources.	13 (1.1%)
6. Complainant is only seeking support and resources from the Confidential Advocate.	17 (1.5%)
7. Witness seeking support and resources.	1 (0.1%)
8. Complainant opted to report the incident but not sign a Formal Complaint to initiate the Grievance Process or the Restorative Practices Process.	24 (2.1%)
9. Unknown Respondent.	15 (1.3%)
10. Determined this was a supplemental referral during the preliminary fact-finding inquiry.	6 (0.5%)
11. Determined this was not a HOP 3-3031 matter during the preliminary fact-finding stage.	1 (0.1%)
12. Matter was previously investigated.	1 (0.1%)
Total Reports:	1,152 (100%)
<u>Disposition³ of disciplinary processes for reports under Section 51.252</u>	<u>46 (4.0%)</u>
1. <u>Preponderance of Evidence Not Met⁴</u>	25 (2.2%)
a. Track A – 5	
b. Track B – 11	
c. Track C – 9	
2. <u>Preponderance of Evidence Met</u>	21 (1.8%)
a. Track A – 5	
i. Respondent was placed on deferred suspension effective April 10, 2024, and extending through April 10, 2026. Respondent is prohibited from enrolling in or attending the same course and/or section as Complainant. Respondent was also issued a <i>No Contact Directive</i> . (1)	

² The institution determined “not to initiate a disciplinary process” for the reasons listed in this section (e.g., respondent is not affiliated to UT, administrative closure due to insufficient information to investigation, an informal resolution process was requested, determined matter was previously investigated, complainant requested the dismissal of the investigation, and Complainant’s and Respondent’s identity are unknown).

³ “Disposition” means “final result under the institution’s disciplinary process” as defined in the Texas Higher Education Coordinating Board’s (THECB) rules for TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed until the result is rendered.

⁴ “Preponderance of Evidence Not Met” for Track A, Track B, and Track C matters in this section refers to instances where there was a no finding of responsibility after a hearing, or an appeal process was conducted.

- ii. Respondent was expelled from UT Austin effective July 11, 2024. Respondent was also issued a *No Contact Directive*. (1)
 - iii. Respondent was permanently barred against readmission and reenrollment from UT Austin. (1)
 - iv. Respondent was placed on deferred suspension effective immediately and extending through August 18, 2025. (1)
 - v. Respondent was barred from any future employment, research affiliation, or volunteer position with UT Austin. UT Austin will disclose the *Determination Letter* under the Texas Freedom of Information Act to any future employer or other entity conducting a reference check on Respondent's past employment. UT Austin will notify the *National Science Foundation* (NSF) of the final disposition of this complaint. (1)
- b. Track B – 7
- i. Respondent was placed on deferred suspension effective immediately and extending through May 5, 2025. Respondent is prohibited from enrolling in or attending the same course and/or section as Complainant. Respondent was also issued a *No Contact Directive*. (1)
 - ii. Respondent was placed on deferred suspension effective immediately and extending through August 18, 2025. (1)
 - iii. Respondent was permanently barred against readmission starting on September 11, 2024. Respondent is permanently prohibited from entering the campus of UT Austin. Respondent was also issued a *No Contact Directive*. (1)
 - iv. Respondent was permanently barred against readmission. (1)
 - v. Respondent was placed on full-time suspension without pay effective immediately and for the duration of his appointment which ends on August 31, 2024. Respondent is also prohibited from being eligible for future employment at UT Austin following his separation from the University. (1)
 - vi. Respondent is not eligible for future employment at UT Austin, including all forms of employment and volunteer positions. (1)
 - vii. Respondent was issued a two-year suspension from the University, effective Fall 2025 semester through the Summer 2027 semester. Respondent was issued deferred suspension effective upon Respondent's re-enrollment at the University and extending through Respondent's graduation from the University. Respondent was also issued a *No Contact Directive*. (1)
- c. Track C – 9
- i. Respondent was placed on a three-year suspension starting on March 20, 2024, and extending through March 20, 2027. Respondent is not eligible for future employment with UT Austin, including all forms of employment and volunteer positions. Respondent was also issued a *No Contact Directive*. (2)⁵
 - ii. Respondent is not eligible for future employment with UT Austin, including all forms of employment and volunteer positions. (2)

⁵ Matter involves one Respondent who was found in violation for two separate cases.

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| <ul style="list-style-type: none">iii. Respondent was terminated from their employment effective immediately. Respondent is not eligible for future employment with UT Austin, including all forms of employment and volunteer positions. Respondent is prohibited from attending events, lectures, or other public events hosted on the UT Austin campus property. Respondent was also issued a <i>No Contact Provision</i>. (3)⁶iv. Respondent's employment was terminated effective immediately, including being ineligible for future employment and volunteer positions at UT Austin⁷. (2) | |
|--|--|

⁶ Matter involves one Respondent who was found in violation for three separate cases.

⁷ Matter involves one Respondent who was found in violation for two separate cases.

Texas Education Code, Section 51.255 (Failure to Report or False Report)	Total
Number of reports received that include allegations of an employee's failure to report or submitting a false report to the institution under Section 51.255(a)	19 (100.0%)
Number of investigations conducted regarding Section 51.255 a. Grievance Process Track C – Disciplinary Determination Process completed. Final Result: Preponderance of evidence not met for Failure to Report by a Non-Confidential Employee. b. Grievance Process Track C – Disciplinary Determination Process completed. Final Result: Preponderance of evidence not met for False Information and False Complaints.	<u>5 (26.3%)</u> 4 (21.0%) 1 (5.3%)
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	<u>0 (0.0%)</u>
Number of reports under Section 51.255(c) for which the institution determined not to initiate a disciplinary process a. Determined this was not a Failure to Report matter during the preliminary fact-finding stage. b. Respondent is no longer affiliated to the University. c. The Complainant requested in writing the dismissal of the Formal Complaint for False Information and False Complaints. d. Administrative closure – Insufficient information to investigate at this time. e. Formal Complaint Dismissed – Any specific circumstances that prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or any allegations therein. f. Formal Complaint Dismissed – If the Respondent was an employee and is no longer employed by the University at the time the Formal Complaint is filed or is no longer employed at any time during the Grievance Process including the investigation or hearing.	<u>14 (73.7%)</u> 5 (26.3%) 1 (5.3%) 2 (10.5%) 4 (21.0%) 1 (5.3%) 1 (5.3%)