

NOTICE OF NON-DISCRIMINATION ON THE BASIS OF GENDER

UT AUSTIN'S COMMITMENT

The University of Texas at Austin is committed to maintaining a working and learning environment that is free from inappropriate conduct based on gender. As required by Title IX, the University does not discriminate on the basis of sex/gender in its programs and activities, and it encourages any student or employee who thinks that he or she has been subjected to sex discrimination, sexual harassment, sexual assault, interpersonal violence, stalking or sexual misconduct by another student, member of the faculty or staff, campus visitor or contractor, to immediately report the incident to any of the individuals or offices listed below. This policy covers all people (irrespective of gender identity/expression or sexual orientation identity).

DEFINITIONS

Title IX incidents include many types of behaviors. Definitions for Consent, Incapacitation, Interpersonal Violence (Domestic Violence/Dating Violence), Sex Discrimination, Sexual Assault (Rape, Fondling, Incest, Statutory Rape), Sexual Harassment, Sexual Misconduct, and Stalking can be found in the *2017-2018 General Information Catalog*, **Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking** catalog.utexas.edu/general-information/appendices/appendix-d/ or the *Handbook of Operating Procedures*, **3-3031 Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking** policies.utexas.edu/policies/sex-discrimination-and-sexual-harassment

HOW AND WHERE TO REPORT

Students, employees, campus visitors and contractors may directly report incidents of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking and sexual misconduct to any of the Title IX Coordinators listed below.

Linda Millstone, MPA, SPHR

University Title IX Coordinator (Interim)

University Compliance Services

1616 Guadalupe Street

2.507A University Administration Building (UTA)

512-232-3992

titleix@austin.utexas.edu

Dr. Doug Garrard

Deputy Title IX Coordinator for **Students**

Office of the Dean of Students

4.104 Student Services Building (SSB)

512-471-5017

studentemergency@austin.utexas.edu

Tony Brown, J.D.

Deputy Title IX Coordinator **for Employees, Visitors and Contractors**

Office for Inclusion and Equity

4.302 North Office Building (NOA)

512-471-1849

equity@utexas.edu

Anonymous Reporting

You may report such incidents **anonymously on the [Title IX website](#)** or to University Compliance Services by calling 1-877-507-7321 or by emailing hotline@compliance.utexas.edu or through the hotline web interface, available at reportlineweb.com/utaustin/

REFERRAL RESPONSIBILITY

Pursuant to Title IX, a Responsible Employee is a University employee who has the authority to take action to redress an alleged violation of this policy, and who has been given the duty of reporting such allegations to the University Title IX Coordinator or designee.

At the University of Texas at Austin, Responsible Employees include, but are not limited to:

- Administrators
- Academic advisors
- Coaches and other athletic staff who interact directly with students
- Faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AIs) and teaching assistants (TAs)
- Graduate research assistants
- Residence life directors
- Resident assistants
- All supervisory staff

These persons are responsible for promptly reporting incidents of sex discrimination, sexual harassment, sexual assault, interpersonal violence, stalking, or sexual misconduct that come to his or her attention.

You may report specific complaints, or if you are concerned about the conduct of a particular University employee. Such concerns may be forwarded to the University Title IX Coordinator, the Office for Inclusion and Equity, or the Office of the Dean of Students for discussion and potential investigation.

The Office of the Dean of Students will handle complaints or allegations of **student-on-student** sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct.

For more detailed information regarding the procedures for reporting a grievance, see the following policies, as outlined in the *Institutional Rules on Student Services and Activities*, found in the *General Information Catalog 2017-2018*: <http://catalog.utexas.edu/general-information/>

Appendix C, Chapter 11: Student Discipline and Conduct

catalog.utexas.edu/general-information/appendices/appendix-c/student-discipline-and-conduct/

Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking

catalog.utexas.edu/general-information/appendices/appendix-d/

Appendix F: Policy on Consensual Relationships

catalog.utexas.edu/general-information/appendices/appendix-f/

Appendix I: Nondiscrimination Policy

catalog.utexas.edu/general-information/appendices/appendix-i/

Appendix J: Prohibition of Campus Violence

catalog.utexas.edu/general-information/appendices/appendix-j/

The Office for Inclusion and Equity will handle complaints or allegations of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking or sexual misconduct by **employees, contractors, or visitors**.

For more detailed information regarding the procedures for reporting a complaint, see the following policies, as outlined in the *Handbook of Operating Procedures*, available at policies.utexas.edu/policies:

3-3020 Nondiscrimination Policy

policies.utexas.edu/policies/nondiscrimination-policy

3-3031 Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking

policies.utexas.edu/policies/prohibition-sexual-discrimination-sexual-harassment-sexual-assault-sexual-misconduct

3-3050 Consensual Relationships

policies.utexas.edu/policies/consensual-relationships

Cases of sexual violence, interpersonal violence and stalking may also be reported to the University of Texas Police Department at (512) 471-4441 (non-emergency), 911 for emergencies, or utexas.edu/police/; or to the City of Austin Police Department at (512) 974-5750 (non-emergency) or 911 austintexas.gov/department/police and other local law enforcement authorities. The Title IX Coordinator or Deputy Title IX Coordinator can assist individuals with contacting these law enforcement agencies and/or can accompany individuals wishing to file a report with one of these agencies.

Complaints of sex discrimination or sexual harassment, including sexual violence, interpersonal violence, stalking, or sexual misconduct may also be referred to the U.S. Department of Education, Office for Civil Rights. For more information, visit the U.S. Department of Education's website at <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

USE OF ALCOHOL AND DRUGS

The fact that the student accused of sexual assault was under the influence of drugs or alcohol at the time of the assault will not diminish the student's responsibility for a violation of the *Institutional Rules on Student Services and Activities*, nor shall being under the influence of alcohol or drugs be construed as an invitation to or as implied consent for unwanted sexual advances.

CONFIDENTIALITY

The confidentiality of a complaint of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct, and all documents, correspondence, and notes of interviews and discussions related to the investigation of a complaint will be maintained, on a need-to-know basis, to the extent permitted by law. Documentation related to the resolution of complaints or incidents of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, and sexual misconduct will be maintained by the Office of the Dean of Students, and the Office for Inclusion and Equity as appropriate.

RETALIATION

Students, faculty and staff members are prohibited from retaliating in any way against an individual who has brought a complaint of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct; or against any individual who has participated in an investigation of such complaints. Please note, a student, faculty or staff member who retaliates in any way against an individual who has brought a complaint pursuant to University sexual discrimination, harassment, or misconduct policy or participated in an investigation of such a complaint, is subject to disciplinary action, up to and including dismissal from the University.

FILING OF FALSE COMPLAINTS

Any person who knowingly and intentionally files a false complaint of sex discrimination, sexual harassment (including sexual violence), interpersonal violence, stalking, or sexual misconduct is subject to disciplinary action, up to and including dismissal from the University.

CAMPUS RESOURCES

Title IX Office (512)-232-3992 titleix.utexas.edu

- Title IX Coordinator is available to receive your report and answer questions
- Provides a twenty-four-hour hotline for anonymous reporting: 1-877-507-7321
- Offers several online reporting mechanisms: [Title IX website](#); reportlineweb.com/utaustin; hotline@compliance.utexas.edu
- Provides training to the campus community on Title IX matters

Student Emergency Services (512) 471-5017 deanofstudents.utexas.edu/emergency/

- Deputy Title IX Coordinator is available to receive your report and answer questions
- May provide limited emergency funds

- Assists with academic or classroom issues
- Provides referrals within the University and in the Austin area when necessary

Office for Inclusion and Equity (512) 471-1849 utexas.edu/equity

- Deputy Title IX Coordinator is available to receive your report and answer questions
- Investigates claims of discrimination regarding employment matters
- Provides resolution of discrimination problems in the workplace
- Provides educational training and educational initiatives for departments and units
- Provides referrals within the University and in the Austin area when necessary

Campus Confidential Advocates (512) 471-5017 or (512) 232-

6953 <http://deanofstudents.utexas.edu/emergency/advocacysupport.php>

- Serves as an advocate and available to answer questions, discuss reporting options, assist with accommodations.
- Provides referrals within the University and in the Austin area when necessary

Student Conduct and Academic Integrity (512) 471-2841 deanofstudents.utexas.edu/conduct

- Provides student conduct process for policy violations
- Provides referrals within the University and in the Austin area when necessary

Title IX Training and Investigations (512) 471-5017 deanofstudents.utexas.edu/investigations

- Investigates claims of discrimination regarding student matters
- Provides referrals within the University and in the Austin area when necessary
- Provides training to campus community on Title IX related matters

University of Texas Police Department (512) 471-4441 utexas.edu/police/

- Where you file criminal reports (pseudonym is available to victims to shield your identity in the police report)
- Offers crime prevention presentations that include issues related to assault
- Publishes crime statistics information
- Teaches free Rape Aggression Defense (RAD) classes to any female University students, staff members, and faculty members

Counseling and Mental Health Center, Voices Against Violence Program (VAV) (512) 471-3515 cmhc.utexas.edu/

- Provides advocacy services to give information about safety, legal, housing, academic, and medical options

- Offers individual and group counseling service for survivors of sexual assault, relationship violence, and stalking
- Offers twenty-four-hour telephone counseling service at (512) 471-CALL (471-2255)
- Offers interactive peer theatre educational programming that addresses the complex issues surrounding sexual assault on campus
- Provides opportunities for student involvement in programming throughout the academic year
- Provides training that is customized for faculty, staff and/or students
- Manages Voices Against Violence Survivor Emergency Fund

Employee Assistance Program (EAP) (512) 471-3366 utexas.edu/hr/eap/

- EAP provides confidential brief counseling sessions, crisis intervention, and assessment and referral from experienced licensed psychologists and social workers
- If it is after normal business hours and you are in crisis, you can reach the after-hours counseling service at 512-471-3399 to speak to a crisis counselor

Human Resources (512) 471-HRSC or (800) 687-4178 utexas.edu/hr/

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

University Health Services (512) 471-4955 healthyhorns.utexas.edu/

- Twenty-four-hour Nurse Advice Line: (512) 475-NURS (475-6877)
- Health Promotion Resource Center: (512) 475-8252
- Provides individuals who have experienced a sexual assault a place to receive the forensic medical exam by a Sexual Assault Nurse Examiner (SANE)
- Provides general exams to treat injuries, both internal and external
- Performs testing for sexually transmitted infections after an assault
- Distributes educational and prevention information

Behavior Concerns Advice Line (512) 232-5050 utexas.edu/safety/bcal/

- Allows members of the University community to discuss their concerns about an individual's behavior
- Offers a centralized resource that is available twenty-four hours a day for anyone who is not sure how to help
- Operates as a partnership between the Office of the Dean of Students, the Counseling and Mental Health Center, the Employee Assistance Program, and the University of Texas Police Department

COMMUNITY RESOURCES

SafePlace (512) 267-SAFE (267-7233) safeplace.org/

- Operates a twenty-four-hour hotline
- Offers individual and group therapy for individuals who have experienced sexual assault and/or domestic violence
- Provides domestic violence shelter services

Austin Police Department 911 austintexas.gov/department/police

- 911 calls provides emergency response and takes reports of sexual assaults
- Offers Victim Services counselors at (512) 974-5037

National Sexual Assault Online Hotline rainn.org/get-help/national-sexual-assault-online-hotline

- Provides online crisis support
- The hotline provides live, secure, anonymous crisis support for victims of sexual violence, their friends, and families twenty-four hours a day

St. David's Hospital Emergency Room (512) 544-4240 <http://www.stdavids.com/locations-facilities/st-davids-medical-center.aspx>

- Operates emergency room, located at 919 East 32nd Street, Austin, TX 78705

Dell Seton Medical Center of the University of Texas (512) 324-7000 <http://www.seton.net/locations/dell-seton/>

- Operates emergency room, located at 1500 Red River Street, Austin, TX 78701

For more information about sex discrimination, sexual harassment (including sexual violence), dating violence, domestic violence, stalking, or sexual misconduct, please contact Linda Millstone, Interim **University Title IX Coordinator, University Compliance Services, 2.507A University Administration (UTA), 1616 Guadalupe Street, 512-232-3992, titleix@austin.utexas.edu**

**What Starts Here Changes the World
Check Out our Website
titleix.utexas.edu**