

Title IX-Sexual Harassment/Misconduct Quick Reference Guide

Definitions:

Sex Discrimination

Sex discrimination including sexual harassment, is conduct directed at a specific individual or group of identifiable individuals that subjects the individual or group to treatment that adversely affects the individual or group's employment or education on account of sex or gender.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, sexual violence, and physical conduct (touching), verbal conduct (what someone says), or non-verbal conduct (what someone does), of a sexual nature. It can also include bullying or intimidation of a sexual nature or offensive remarks about a person's sex. The worst form of sexual harassment is sexual assault. Anyone can be the target of sexual harassment. Dating Violence, Domestic Violence and Stalking are also behaviors investigated under Title IX.

Sexual Misconduct

Behavior or conduct of a sexual nature that is unprofessional and/or inappropriate for the workplace.

Reasonable Person Standard

A "reasonable person" is not the same thing as an "average person" or a "typical person." It is a general idea of how a community member would or should behave in a certain situation. The standard takes into consideration context and other circumstances that are specific to the case.

Mandatory Reporter

As a faculty member, you are required to report all instances of sexual harassment or sex discrimination to the University, when traveling with students (domestically or abroad), if you supervise any students or employees, or if you advise any student organizations. You should always contact the Institutional Title IX Coordinator, the Office of Institutional Equity (for employees and visitors), or Student Emergency Services in the Office of the Dean of Students (for students) to refer the reporting person to university officials who can provide them with support services.

Retaliation Prohibited

A student, faculty member, or staff member who retaliates in any way against an individual who has brought a complaint pursuant to university policy or participated in good faith in an investigation of such a complaint, is subject to disciplinary action, up to and including dismissal from the University.

Evidence Preservation

In instances of sexual violence, the preservation of evidence may be critical to an investigation should you wish to proceed with a criminal, civil or university investigation, now or in the future. (Examples of evidence include but are not limited to: not showering, not washing related clothes or linens, pictures, text messages, and social media communications between you and the alleged or related to the incident.)

Ways to Report Sexual Misconduct and Sexual Harassment:

Internal contacts (internal to The University of Texas at Austin)

- **The Compliance and Ethics Hotline** (reporting party wishes to remain anonymous)
Phone: 877-507-7321, Website: <https://www.reportlineweb.com/Welcome.aspx?Client=utaustin>
- **Institutional Title IX Coordinator**, Dr. Jennifer Hammat, UTA 2.206, 1616 Guadalupe
Phone: 512-232-3992 Email: j.hammat@austin.utexas.edu
Website: <http://www.utexas.edu/student-affairs/policies/title-ix>
- **Office of Institutional Equity** (for faculty/staff and visitors), Mr. Travis Gill, NOA 4.302
Phone: 512-471-1849 Email: equity@utexas.edu Website: www.utexas.edu/equity
- **Student Emergency Services** (for students), Ms. Christa Lopez, SSB 4.104
Phone: 512-471-5017 Email: studentemergency@austin.utexas.edu
Website: deanofstudents.utexas.edu/emergency

External contacts (outside of The University of Texas at Austin)

- **U.S. Department of Education's Office of Civil Rights**
 - Phone: 800-421-3481 Email: ocr@ed.gov
 - Website: http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html
- **U.S. Equal Employment Opportunity Commission (EEOC)**
 - Phone: 800-669-4000 Email: info@eeoc.gov
 - Website: <http://www.eeoc.gov/employees/index.cfm>
- **Texas Workforce Commission's Civil Rights and Discrimination division**
 - Phone: 512-463-2642 or 888-452-4778
 - Website: <http://www.twc.state.tx.us/customers/cwp/civil-rights-discrimination.html>

Resources:

University Police Department (UTPD): 512-471-4441, to report an incident, with or without filing charges
Behavior Concerns Advice Line (BCAL): 512-232-5050 for concerns about any member of our community
UT Austin Title IX Resource Guide: <http://www.utexas.edu/student-affairs/policies/title-ix> a comprehensive list of university and community resources for those who have experienced these issues

Employees & Visitors

Office of Institutional Equity (OIE): 512-471-1849 to report employee issues for discipline
*Employees Assistance Program (EAP): 512-471-3366 counseling support services for employees

Students

Student Emergency Services (SES): 512-471-5017 emergency funds, classroom accommodations, etc.
Student Judicial Services (SJS): 512-471-2841 to report student-on-student issues for discipline
*Counseling and Mental Health Center (CMHC): 512-471-3515 counseling support services for students
*CMHC Crisis Line: 512-471-2255 counseling support services for students available 24/7
*University Health Services (UHS): 512-471-4955 for STI and pregnancy testing
Voices Against Violence (VAV): 512-471-3515 part of CMHC, operates the Survivors Emergency Fund

*CONFIDENTIAL REPORTING OPTION