

UNT HEALTH FORT WORTH NOTICE OF NON-DISCRIMINATION

The University of North Texas Health Fort Worth is firmly committed to equal opportunity and does not permit – and takes actions to prevent – discrimination, harassment (including sexual violence, domestic violence, dating violence and stalking), and retaliation on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or veteran status in its application, employment practices, and facilities; nor permits race, color, national origin, religion, age, disability, veteran status, or sex discrimination and harassment in its admissions processes, and educational programs and activities. UNT System Administration promptly investigates complaints of discrimination, harassment, and related retaliation and takes remedial action when appropriate. UNT System Administration also takes actions to prevent retaliation against individuals who oppose any form of harassment or discriminatory practice, file a charge or report, or testify, assist, or participate in a related investigation or proceeding.

Any employee who experiences, observes, or becomes aware of discrimination, sexual harassment or related retaliation must promptly report the incident(s) unless they are a licensed health care provider or a licensed counselor acting in this capacity as part of their official employment. Students and non-affiliated members of the public are encouraged to report incidents, but not required.

Where to report discrimination, harassment (including sex based) and retaliation:

[Title VII Reporting Form](#) – Discrimination, Harassment (including sex based) and Related Retaliation

[Title IX Reporting Form](#) – Sexual Misconduct (sexual harassment and sexual violence), Dating Violence, Domestic Violence and Stalking

[Online and Anonymous UNT Health Trust Line Reporting](#) (except for Title IX) or (844) 692-6025

Designated Official for complaints of discrimination, harassment (including sex based) and related retaliation:

Wanda S. Boyd, Assistant Vice Chancellor of Equal Opportunity & ADA Coordinator

Wanda.Boyd@untsystem.edu | 214-571-2424

Designated Official for complaints of sexual harassment, sexual assault, domestic violence, dating violence, or stalking:

Larryisa Thomas, Interim Title IX Coordinator

Larryisa.Thomas@untsystem.edu | 972-338-1125

Reports related to **disability discrimination** can also be made to the Office of EO at [Report of Concern](#), HRS.EO@untsystem.edu or 972-338-1416. Designated Official for workplace accommodations is: Keeshala Henderson, Workplace Administrator, Keeshala.Henderson@untsystem.edu

What to report:

All known information about the incident that is relevant to the investigation; as well as, whether the alleged victim expressed a desire for confidentiality in reporting the incident. If you have been designated by UNT Health Fort Worth as a “Confidential Employee” with whom employees or students may speak confidentially concerning sexual harassment, sexual assault, dating violence, or stalking, you are only required to report the type of incident to the Title IX Coordinator. Similarly, if you receive information regarding sexual misconduct under circumstances that make the communications confidential or privileged by law (for example, you receive information as a licensed healthcare professional), you must report only the type of incident, but no information that would violate an employee or student’s expectation of privacy.

Mandatory requirement to report sexual misconduct:

State law requires **all** UNT Health Fort Worth employees to promptly report incidences of sexual misconduct to the **Title IX Coordinator** that they learn about in the course and scope of their employment when the employee reasonably believes sexual misconduct (**sexual harassment, sexual assault, dating violence or stalking**) has been committed by or against an individual who was employed at UNT Health Fort Worth or enrolled as a student at the time of the incident. This includes instances when individuals with no affiliation with UNT Health Fort Worth are either allegedly victimized by an UNT Health Fort Worth employee or student or are accused of committing an offense against an UNT Health Fort Worth employee or student.

Anonymous Reporters:

You may report without sharing your name by using the electronic reporting form found at [Online and Anonymous Trust Line Reporting](#). Your report will be forwarded to the appropriate UNT Health Fort Worth staff or university official for review. Depending on the amount of information disclosed, the ability to investigate and respond to the report may be limited.

Sanctions:

Employees who fail to report suspected sexual assault will be terminated. Additionally, an employee who fails to report may be charged with a Class A Misdemeanor punishable by up to one year in jail, a fine of up to \$4,000, or both (jail time and a fine.) Employees or students who are victims of sexual harassment, sexual assault, dating violence, or stalking are not required to report incidents involving themselves.

Reporting to Law Enforcement:

Anyone who has experienced or witnessed Sexual Misconduct (sexual harassment and sexual violence), Dating Violence, Domestic Violence and Stalking has the right to choose whether to report the behavior to law enforcement instead of or in addition to reporting to the UNT Health Fort Worth. The Assistant Vice Chancellor of Equal Opportunity and Title IX Coordinator can assist in making a report to law enforcement authorities.

A complainant or reporter may also choose to decline to notify law enforcement. A report to law enforcement, even to UNT Health Fort Worth Police Department, is separate from a report to the Office of Equal Opportunity or to the Title IX Coordinator. An individual pursues

administrative disciplinary remedies by reporting to UNT HEALTH FORT WORTH and criminal remedies by reporting to law enforcement.

For emergencies:

- **Call: 911**

For non-emergencies and to report to or contact local and surrounding law enforcement:

- UNT Police Department: 940-565-3000
- UNT Dallas Police Department: 972-780-3000
- UNT Health Fort Worth Center Police Department: 817-735-2600
- Dallas Police Department: 214-671-4500
- Fort Worth Police Department: 817-392-4222
- Dallas County Sheriff's Office: 214-749-8641
- Frisco Police Department: 972-292-6010

Reporting to Outside Agencies:

Individuals may file a complaint at any time with state or federal civil rights offices, including, but not limited to, the U. S. Equal Employment Opportunity Commission, the Texas Workforce Commission's Civil Rights Division, the U.S. Department of Education's Office of Civil Rights and the U.S. Department of Justice as follows:

[Texas Workforce Commission Civil Rights Division](#)

Texas Workforce Commission
101 E 15th Street
Austin, Texas 78778
800-628-5115

[US Equal Employment Opportunity Commission](#)

U.S. Equal Employment Opportunity Commission
131 M Street, NE
Washington, DC 20507
1-800-669-4000/ 1-800-669-6820 (TTY) / 1-844-234-5122 (ASL Video Phone) info@eeoc.gov

[Office for Civil Rights – U.S. Department of Education](#)

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg.
400 Maryland Avenue, SW
Washington, DC 20202-1100

Telephone: 800-421-3481
Fax: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

Reporting abuse and neglect:

Anyone who has a reasonable cause to believe a child, or person 65 years or older, or an adult with disabilities is being abused, neglected, or exploited must report it to the Texas Department of Family and Protective Services (DFPS) according to Texas laws. A person who reports abuse in good faith is immune from civil or criminal liability. DFPS keeps the name of the person making the report confidential. Anyone who does not report suspected abuse can be held liable for a misdemeanor or felony.

Phone: 800-252-5400

Online: [Texas Abuse Hotline](#)

Related policies & resources:

[UNT Health Fort Worth Policies](#)

[1.107 Title IX](#)

[5.106 Prohibition Against Discrimination, Sexual Misconduct, Harassment and Related Retaliation](#)

[5.114 Workplace Religious Accommodations](#)

[05.203 Employment of Persons with Disabilities](#)

[Rights, Resources & Options \(Support and resources\)](#)

[Employee Resources](#)

Please direct questions about this notice to the UNT System Office of Equal Opportunity at HRS.EO@untsystem.edu or 214-571-2427.