



# Conduct Process

# Understanding the Law

## Title IX

The HSC is committed to deterring gender-based discrimination and creating a safe and welcoming campus for everyone. Sexual harassment is an umbrella term that encompasses acts of sexual assault, domestic violence, dating violence, and stalking based on sex. Sexual harassment is a form of gender-based discrimination prohibited by Title IX. In accordance with Title IX, HSC does not discriminate on the basis of sex within educational programs and activities. If you or someone you know is experiencing sexual harassment/sexual violence, you are encouraged to reach out to your Title IX coordinator or the Department of Education's Office for Civil Rights at [ocr@ed.gov](mailto:ocr@ed.gov) or **(800) 421-3481**.

## Our Title IX Coordinator is responsible for:

- Overseeing all Title IX complaints and investigations to provide timely, impartial, and equitable resolutions
- Identifying and addressing any patterns or systemic problems that may arise
- Being available to answer questions, provide support, and meet with students
- Collaborating with other campus officials
- Coordinating training, education, and communication in regards to Title IX
- Not assuming roles or job responsibilities that may create a conflict of interest
- Being available to assist university law enforcement regarding how to appropriately respond to reports of sexual violence
- Ensuring that our institution upholds Title IX regulations and responsibilities

## Title IX Complaints and Criminal Investigations

If a case of sexual violence arises, the HSC will promptly and impartially begin a Title IX investigation, take appropriate steps towards resolution, and prevent the recurrence of any sexual violence or retaliation. Title IX investigations are separate from law enforcement investigations. Complainants have the right to file a police report. Our Title IX coordinator can help you decide the best plan of action.

*If you need information provided in other accessible formats or accommodations to access any of our services, please contact the Division of Student Affairs at **817-735-2505** and they will be provided upon request.*



**“ No persons in the United States shall on the basis of sex, be excluded from participation in, be denied benefit of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”**

–Title IX of the Education Amendments of 1972



## Education, Awareness Programming, and Training

### Education

**Title IX for Graduate Students:** The Health Science Center promotes student health and safety through the use of Bridge Learning Management System, a mandatory program for all new incoming students. It educates students about the elements of healthy relationships, being a good communicator, understanding and reporting sexual assault, the importance of sexual consent, and the role of bystanders in creating safe, healthy communities.

### Awareness Programming

- Stalking Awareness Month (January)
- Sexual Assault Awareness Month (April)
- Domestic Violence Awareness Month (October)

### **Active Shooter Training:**

- Hide Out/Get Out/Take Out
- How to respond when law enforcement arrives
- Active shooter information

### **Managing Disruptive Personalities in the Classroom:**

- Who is a disruptive individual?
- Things to avoid when dealing with disruptive individuals
- Special tactics to follow when dealing with disruptive individuals
- Active shooter information
- What actions should you take when confronted by a disruptive individual?
- Communication with law enforcement
- Creating a mental description of a disruptive individual
- Communicating with a disruptive individual

### **Campus Safety and Personal Awareness:**

- Campus orientations
- Emergency phones
- Less lethal options
- Limitations
- Parking lot safety
- Misconceptions
- Holiday travel
- Bike safety

### **Stalking Awareness:**

- What is stalking, examples of stalking, and stalker behaviors
- What to do if you are the victim of stalking
- What information is important for law enforcement to have in a stalking case

## Reporting

Students are strongly encouraged to report all crimes. Anonymous reporting is available. Reporting can help protect the complainant's safety; ensure the individual receives proper medical care, support services, and information regarding options and rights; and prevent future assaults by the respondent. You can expect a prompt, fair, and impartial investigation of your complaint. We will communicate with you throughout the process, to keep you in control of the situation and feeling as safe as possible.

### **The Division of Student Affairs**

#### **Kory Levingston, Title IX Coordinator**

Student Service Center, Room 153

Monday-Friday, 8:00am-5:00pm

817-735-2594 • [Kory.Levingston@unthsc.edu](mailto:Kory.Levingston@unthsc.edu)

You may contact the Title IX Coordinator who may begin an investigation upon receipt of a complaint. If the respondent was a student, investigation of possible violations of the Student Code of Conduct and Discipline could result in disciplinary sanctions up to expelling a student from the university. The Title IX Coordinator may also be able to immediately remove another student from the university if the student puts the university community at immediate risk. The Title IX Coordinator may also be able to assist with changes in academic arrangements if reasonable accommodations are available. The Title IX Coordinator will assume responsibility for your ongoing opportunities to take full advantage of your educational program. The Title IX Coordinator can also assist with the following:

- Filing a complaint with the university conduct process and the appropriate law enforcement agencies against the student(s) who caused harm.
- Obtaining a no contact directive between the impacted party and the accused, which would prohibit contact between both parties through any means of communication. It also prohibits others from making contact on their behalf.
- Filing for an Emergence Protective Order with the District Attorney’s Office. This is a court-ordered petition that prohibits contact between the complainant and the respondent.
- Coordinate any reasonable arrangements that are necessary for ongoing safety
- Assist in adjusting academic schedules, providing access to academic support services, and advocating on the complainant’s behalf

### **UNTHSC Police Department**

[3600 Mattison Avenue/ 817-735-2600](#)

You may file a police report with campus police for incidents occurring on campus or with local police for sexual assaults occurring off campus. When making a report to police, you may choose to report using a pseudonym so your name will not appear in public files.



## Campus Disciplinary Proceedings

Resolving cases of dating violence, domestic violence, and/or stalking involves a fair, impartial campus disciplinary process. These proceedings will be held within a reasonably prompt timeframe. As part of this process, both the complainant and the respondent will have equal opportunities to have an advisor of their choice present. Both parties will also be given timely notice of meetings, plus timely, equal access to information that will be used during meetings and hearings.

### Possible Outcomes

If the respondent is found responsible for violating university policy, sanctions will be assigned. Possible sanctions include: loss of privileges; disciplinary probation; suspension (cannot be enrolled at HSC for a period of time); expulsion (cannot enroll at HSC permanently); trespass from all or part of campus; and/or no contact orders. If there is not sufficient evidence to conclude the respondent violated university policy, then no sanctions are imposed.

### Options to Appeal

If the respondent is sanctioned to disciplinary probation, suspension, or expulsion, then either party could ask the Committee on Student Conduct to review the decision. The investigators and the respondent must attend the Committee's review. Each party that attends the Committee review will present to the Committee, which includes any witnesses or questions from the Committee. The Committee will share its decision with all parties in writing.

*Amnesty: See "Understanding the Conduct Process for Allegations of Sexual Misconduct."*



## Retaliation

Any action, treatment or condition likely to dissuade a reasonable person from reporting or causing to report or participating in an investigation of a suspected violation of this policy, from filing a criminal complaint, or from accessing services provided under this policy, including an action that affects an individual's educational or other relationship with HSC or an employee's compensation, promotion, transfer, work assignment, or performance evaluation.



Retaliation against any person who reports or encourages another to report sexual assault, dating violence, domestic violence, stalking or retaliation, who participates in an investigation conducted under this policy, or who seeks assistance or guidance from any university department or external official or organization authorized to remediate conduct prohibited under this policy is strictly prohibited.

## Resources

There are a number of resources available on campus and in the community to support complainants of dating violence, domestic violence, and/or stalking. Complainants are encouraged to seek medical attention, counseling services, and report any incidence of dating or domestic violence and/or stalking. Seeking support is crucial.

### Medical Services

Going to a hospital immediately following the incident provides complainants with urgent care as well as an opportunity for valuable evidence collection. The primary concern for complainants is safety and to address medical issues.

#### **John Peter Smith Hospital**

1500 S. Main St. Fort Worth, Texas 76104  
817-702-3431

#### **Student Health Clinic (UNTHSC Campus)**

3400 Camp Bowie Blvd. Fort Worth, Texas 76107  
817-735-5051

#### **Baylor Hospital**

1400 Eighth Ave. Fort Worth, Texas 76104  
817-926-2544

#### **Harris Methodist Hospital**

1301 Pennsylvania Ave. Fort Worth, TX 76104  
817-250-2000

## Counseling/Advocacy Services

To submit a Care Team referral, use the person of concern form at [www.unthsc.edu/personofconcern](http://www.unthsc.edu/personofconcern).

### My SSP (24/7 immediate and ongoing counseling)

866-743-7732

### UNTHSC Care Team

817-735-2740

CareTeam@unthsc.edu



## Local Police Departments

If you wish to make a non-university related report, you may contact your local police department. Evidence collection aids a possible police investigation.

### Dallas Police Department

1400 S. Lamar St., Dallas, TX 75215

Non-Emergency: 214-671-3001

### Fort Worth Police Department

350 W. Belknap St., Fort Worth, TX 76102

Victim Assistance: 817-392-4390

### Denton Police Department

215 E. McKinney St., Denton, TX 76201

Non-Emergency: 940-349-8181

