

## 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, TX 76104  
817-702-3431
- *Student Health Clinic (UNTHSC Campus)*  
3400 Camp Bowie Blvd.  
Fort Worth, TX 76107  
817-735-5051
- *Baylor Hospital*  
1400 Eighth Ave.  
Fort Worth, TX 76104  
817-926-2544
- *Harris Methodist Hospital*  
1301 Pennsylvania Ave.  
Fort Worth, TX 76104  
817-250-2000

### Counseling/Advocacy Services

- *Student Assistance Program*  
866-640-4777
- *UNTHSC Care Team*  
817-735-2740  
CareTeam@unthsc.edu

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

### 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*  
Non-Emergency: 214-671-3001  
1400 S. Lamar St., Dallas, TX 7521
- *Fort Worth Police Department*  
Victim Assistance: 817-392-4390  
350 W. Belknap St., Fort Worth, TX 76102
- *Denton Police Department*  
Non-Emergency: 940-349-8181  
215 E. McKinney St., Denton, TX 76201

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## UNDERSTANDING THE CONDUCT PROCESS FOR ALLEGATIONS OF SEXUAL MISCONDUCT

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## Title IX

UNTHSC is committed to deterring gender-based discrimination and creating a safe and welcoming campus for everyone. Sexual harassment encompasses acts of sexual violence and is a form of gender-based discrimination prohibited by Title IX. In accordance with Title IX, UNTHSC 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

The 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 appropriate respond to reports of sexual violence
- Ensuring that our institution upholds Title IX regulations and responsibilities

*"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

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.

### Title IX Complaints and Criminal Investigations

If a case of sexual violence arises, UNTHSC 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.

### Education

**Title IX for Graduate Students:** The University of North Texas 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)

### Training

#### Active Shooter:

- Hide Out/Get Out/Take Out
- How to respond when law enforcement arrives
- Recognizing signs of workplace violence

#### 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

UNTHSC is committed to providing a safe environment for all community members. Sexual harassment, which includes dating violence, domestic violence, sexual assault, sexual coercion, sexual exploitation, sexual violence, and stalking are strictly prohibited. Anyone can report prohibited conduct to the university by notifying any or all of the departments listed below. Anonymous reporting is available.

**The Division of Student Affairs:** Dr. La'Cresha Moore, Title IX Coordinator  
Student Service Center, Room 221/817-735-2781/LaCresha.Moore@unthsc.edu  
Monday-Friday, 8:00am-5:00pm

You may contact the Title IX Coordinator who will begin an investigation upon receipt of a complaint. The Title IX Coordinator may be able to immediately remove another student from the university, if the student puts the university community at immediate risk. The Title IX Coordinator can assist with changes in academic arrangements, if reasonable accommodations are available. 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 respondent, which would prohibit contact between both parties through any means of communication.
- Filing for an Emergency 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 to protect your identity.

**Director of Care and Civility:** Dr. Emily Mire  
Student Service Center, Room 227/817-735-5172/Emily.Mire@unthsc.edu

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.

## Student Code of Conduct and Discipline

**Policy Statement:** The primary concern of UNTHSC is the student. We provide all students with a campus environment that is conducive to academic endeavors and social and individual growth. To that end, we have adopted policies to govern student behavior that are educational in nature and designed to help students understand expectations and accept responsibility for their own actions. Enrollment at UNTHSC is considered implicit acceptance of the Code and other policies applicable to students, and students are responsible for reviewing the Code and becoming familiar with all included provisions.

### Campus Disciplinary Proceedings

Resolving cases of sexual harassment involves a fair, timely, and impartial campus disciplinary process. The disciplinary process is separate from any criminal investigation or legal action. The university will provide assistance and support to a student regardless of if they ask for disciplinary action.

### What to Expect During an Investigation

- The investigators will issue no contact directives. This means the complainant (person making the report) and respondent (person accused of misconduct) may not interact during the investigation. Any violation of a no contact order should be reported immediately.
- The investigators will send a notice of complaint to both parties. This explains what part of the Student Code of Conduct & Discipline was allegedly violated and invites the parties to meet with investigators to share their perspectives.
- Each person can give a written or oral statement. The investigators may ask for copies of electronic messages, phone records, or other evidence that can support or refute the allegations.
- The complainant and respondent can identify people the investigators should talk with who have relevant information about the allegations.
- In order to be fair, all information is open to review by the complainant and respondent. Either person can request a copy of all investigation records. Copies will have identifying information (names, email addresses, phone numbers) for students blacked out, except for the requesting student.
- The investigators will give weekly email updates to both the complainant and respondent on the status of the investigation. The investigation is normally completed within 45 days.
- Once the investigators have collected all information, they will decide if the respondent violated university policy. The standard of proof used is the greater weight of the evidence. This means it is more likely than not that the policy was violated.

**Amnesty:** UNTHSC may not take any disciplinary action against a student who in good faith reports being the victim of, or a witness to, an incident of sexual harassment, sexual assault, dating violence, or stalking for a violation occurring at or near the time of the incident regardless of the location at which the incident occurred or the outcome of the disciplinary process regarding the incident. Amnesty does not apply to a student who reports the student's own commission of sexual harassment, sexual assault, dating violence, or stalking.

**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 UNTHSC or an employee's compensation, promotion, transfer, work assignment, or performance evaluation.

### 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 UNTHSC for a period of time); expulsion (cannot enroll at UNTHSC permanently); trespass from all or part of campus; and/or no contact directives. If there is not sufficient evidence to conclude the respondent violated university policy, no sanctions are imposed. This does not mean nothing happened, however, it means there is insufficient evidence to meet the greater weight of the evidence standard required to discipline a student. The investigators will share the result of the investigation and any appeal option in writing to both parties.

### 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. The complainant can attend in person, by phone, Skype, or by another method, or could choose not to attend at all. 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.

**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.