Resources

There are a number of resources available on campus and in the community to support complainants of relationship and sexual violence. Complainants are encouraged to seek medical attention, counseling services, and report any incidence of sexual violence. 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

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

To submit a Care Team referral, use the person of concern form at www.unthsc.edu/personofconcern.
Understanding the Law

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 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

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.

“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 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)

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

Reporting

Students, faculty, and staff 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. We are here to help you through this. 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: 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. 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 respondent, which would prohibit contact between both parties through any means of communication.
- 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 to protect your identity.
Support for Complainants

If you or someone you know experiences sexual harassment, dating violence, domestic violence, or stalking, UNTHSC is here to fully support you. A complainant of sexual harassment, dating violence, domestic violence, and/or stalking will have a wide range of emotions following an incident. It is important to utilize available resources or refer complainants to receive necessary care and begin to process the events. Below are recommendations for complainants.

- Get to a safe place immediately. Call 911 (off campus) or UNTHSC Police at 817-735-2600 (on campus), if you are in immediate danger.
- Get medical attention as soon as possible. Visit the Student Health Clinic, or go to a local hospital’s emergency department for injuries, or if sexual assault occurs, for pregnancy prevention or STD testing.
- Contact a hotline for safety planning. A safety plan is not a safety guarantee, but it can help. The National Domestic Violence Hotline is 1-800-799-7233.
- Seek free, confidential counseling through the Student Assistance Program. Call WellConnect at 866-640-4777. Help is available for the person assaulted and for UNTHSC students helping the complainant of sexual assault. Other free local counseling resources are available too.
- Keep all evidence and report them to law enforcement and campus authorities. This includes proof of every incident and emails, social media posts, notes, phone, and text messages.
- Utilize campus resources. The Division of Student Affairs may be able to assist with changes in academic arrangements if reasonable accommodations are available.

How You Can Support a Complainant

Say something - lend a listening ear
Guide complainants to campus and community resources
Never judge complainants
Remind complainants their feelings are normal
Validate complainants in their feelings
Focus on their strengths
Find your own support

Support for Respondents

Those accused of sexual harassment, dating violence, domestic violence, and/or stalking can also find support through counseling and other services. Please ask if you’re unsure where to find the support you need.

Bystander Intervention

Bystanders can intervene before or while an act of sexual or relationship violence takes place. Bystanders have the power to simply and safely change the outcome of such situations. Below are some ways you can intervene.

- Provide a distraction which disturbs an interaction
- Directly engage one or more of the people involved
- Get police or other authorities involved
- Tell someone else and get help
- Ask someone in a potentially dangerous situation if they are okay and/or want to leave
- Ensure they get home safely
- Remind a possible respondent that incapacitated people can’t give consent
- Help remove someone from the situation
- Provide options and a listening ear

Being a Proactive Bystander

There are multiple actions you can take to help prevent sexual and relationship violence proactively too.

- Believe that sexual and relationship violence is unacceptable
- Actively advocate against sexual and relationship violence
- Treat all people with respect
- Speak up when you hear victim-blaming statements
- Speak with friends about how to confront sexual and relationship violence
- Speak with friends about how to confront sexual and relationship violence
- Encourage friends to trust their instincts in order to stay safe
- Be a knowledgeable resource for complainants
- Don’t laugh at sexist jokes or comments
- Look out for friends at parties and bars
- Educate yourself and your friends
- Use and advertise campus resources to others
- Attend awareness events and actively engage
- Empower complainants to tell their stories

You are not alone. We are here to help.
Risk Reduction

There are preventive measures you can take to reduce risk and protect yourself and others from incidents of dating violence, domestic violence, and/or stalking. Remember to NEVER blame yourself if an act of sexual or relationship violence occurs! The only person responsible in that situation is the respondent.

- Trust your instincts
- Don’t worry about offending someone
- Make your boundaries known as early as possible
- Say “NO” clearly and confidently
- Notice when your boundaries aren’t being respected
- Emphasize your right to have your boundaries respected
- Be “situationally aware” of your surroundings and who is present
- Don’t be afraid to seek help in situations where you feel unsafe
- Walk with others or in a group
- Take responsibility for your alcohol/other drug intake, and recognize these substances can lower your inhibitions, making you vulnerable to someone who views a drunk/high person as a sexual opportunity
- Keep doors and windows locked in your car and home
- Create a buddy system with your friends
- Encourage friends to challenge you, if you’re about to make a poor decision

Source: U. of California VAWA Training, Cal State, Long Beach, Office of Equity & Diversity

Reducing the Risk of Being an Aggressor

Make sure you don’t commit a crime of sexual or relationship violence

- Listen to your partner – be aware of verbal and non-verbal cues
- Clearly communicate your intentions and ask for consent
- Only proceed with sexual activity if there is clear consent
- Respect your partner and their personal boundaries
- Watch your alcohol/other drug intake so decision-making isn’t impaired
- Don’t make assumptions about consent, sexual availability, attraction, or limits – communicate!
- Don’t take advantage of someone who is under the influence of alcohol or drugs – they can’t give consent
- Don’t abuse any power advantage to intimidate or scare your partner

Source: Cal Poly Pomona’s “Myths and Facts about Sexual Violence”, Cal State, Long Beach, Office of Equity & Diversity

Campus Disciplinary Proceedings

Resolving cases of sexual harassment, 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 UNTHSC for a period of time); expulsion (cannot enroll at UNTHSC 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. 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.

Amnesty

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.

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 UNTHSC 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.
Protection and Prevention

It is our university’s priority to ensure students are protected from sexual and relationship violence. Helping you better understand how to protect yourself and others is a key campus concern. You should never have to contend with sexual or relationship violence – and we strictly prohibit these crimes.

The federal Violence Against Women Reauthorization Act (VAWA) put new obligations in place for colleges and universities under its Campus Sexual Violence Elimination (SaVE) provision in 2014. These new regulations are designed, in part, to help prevent sexual assault while also raising awareness and providing support at every turn. Our campus community is committed to creating a safe environment for all students and this brochure offers tools to help make it happen.

Definitions

Sexual assault is covered under VAWA. It is important to know what each one means. The following definitions are listed in the UNT Health Science Center Student Code of Conduct and Discipline.

Sexual Assault: Sexual contact or intercourse with a person without the person’s consent, including sexual contact or intercourse against the person’s will or in a circumstance in which the person is incapable of consenting to the contact or intercourse.

Rape is defined as the carnal knowledge of a person, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the complainant.

Sodomy is defined as oral or anal sexual intercourse with another person, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Sexual Assault with an Object is defined as to use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of his/her age because of his/her temporary or permanent mental or physical incapacity.

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent.

Consent

Consent means words or actions that show an active, knowing, or voluntary agreement to engage in sexual activity. Crimes of sexual and relationship violence occur when consent is not given. You must always obtain consent. Before initiating sexual activity of any kind, ask for consent.

Failure to say “no” should never be assumed as a “yes.” You must obtain clear, voluntary consent, in the moment that is free of coercion, intimidation, force or threats.

If, at any time, you are unsure that consent has been given or withdrawn, do NOT proceed with any sexual activity. Consent for one act does not mean you can proceed with other acts – everyone has a right to change their mind. Also, prior consent does not constitute future consent.

Consent cannot be gained by force, coercion, manipulation, threats, or be taking advantage of the incapacitation of another when the individual knows or reasonably should know of such incapacity by use of alcohol or drugs.

Consent is absent when the activity in question exceeds the scope of previously given consent.

Role of Alcohol

It is important to remember alcohol can impact an individual’s ability to give consent and impair both the complainant’s and respondent’s judgement.

Source: VAWA Final Regulations, Federal Register, 10/20/14