

Prohibition of Sexual Harassment & Sexual Misconduct

UT Health Houston Commitment

The University of Texas Health Science Center at Houston (UTHealth) is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in education programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act), Violence Against Women Act (VAWA), and Clery Act. Sexual Misconduct, Retaliation, and other conduct prohibited under the UT Health (The University) [HOOP Policy #59 – Prohibition of Sexual Harassment & Sexual Misconduct](#) will not be tolerated and will be subject to disciplinary action.

The University’s policy on the Prohibition of Sexual Harassment and Sexual Misconduct applies to all administrators, faculty, staff, students, residents, postdoctoral research fellows, clinic fellows, volunteers (including faculty appointed without salary), and third parties within the university’s control (visitors, contractors, vendors, consultants, observers, applicants for employment or admission and visiting students. It applies regardless of the gender, gender identity or sexual orientation of the Parties. It applies to conduct that occurs on University owned or controlled premises, in an education program or activity including University sponsored or supported events, buildings owned or controlled by student organizations officially recognized by the University, or off campus when the conduct potentially affects a person’s education or employment with the University or potentially poses a risk of harm to members of the University community.

Title IX at UTHealth Houston

On August 14, 2020, the amended Department of Education (DOE) regulations on Title IX became effective. The final regulations address how schools must respond to reports of “Sexual Harassment,” as defined within the regulations, consistent with Title IX’s prohibition of discrimination on the basis of sex. The regulations explicitly regulate how schools must address Sexual Harassment as a form of sex discrimination in “education programs and activities,” as defined within the regulations.

Under Title IX, discrimination on the basis of sex can include Sexual Harassment, which is defined as conduct on the basis of sex that satisfies one or more of the following:

1. Quid pro quo: An employee of the institution conditioning the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university’s education program or activity; or
3. “Sexual assault,” “dating violence,” “domestic violence,” or “stalking” as defined in [HOOP Policy #59 – Prohibition of Sexual Harassment & Sexual Misconduct](#).

How to Report or File a Formal Complaint

The University's [HOOP Policy #59 - Prohibition of Sexual Harassment & Sexual Misconduct](#) includes how to report or file a formal complaint, how the university will respond to reports and formal complaints and the related grievance processes and procedures.

If the allegations involve violence or the threat of violence is immediate, call 911. If the allegations do not involve an immediate threat of violence, report to any of the following:

	HOURS	PHONE	ONLINE	IN PERSON
<u>Title IX Office</u>	8 a.m. to 5p.m.	713-500-CALL (713-500-2255)	CALL@uth.tmc.edu Complaint form (here)	7000 Fannin St. UCT Suite 150 Houston, TX 77030
<u>Compliance Hotline</u>	24 hours	English: 1-833-222-0056 Spanish: 1-800-216-1288 (anonymous option available)	Web report (anonymous option available) compliance@uth.tmc.edu	7000 Fannin St. UCT Suite 1510 Houston, TX 77030
<u>The University of Texas Police - Houston</u>	24 hours	713-792-STOP (713-792-7867)	N/A	7777 Knight Road Houston, TX 77054

Supportive Measures

Supportive measures are individualized services available without fee or charge, and available either with or without filing a formal complaint to the Title IX Coordinator. Lastly, the university offers [additional support and resources](#) for students, faculty, and staff who have been impacted by incidents of sex discrimination, sexual harassment, and sexual misconduct.

Outside Agencies

You may also contact the following external agencies:

For students:

Office for Civil Rights - U.S. Department of Education ([DOE OCR](#))

1999 Bryan Street, Suite 1620

Dallas, TX 75201-6810

Phone: 214-661-9600

Fax: 214-661-9587

Office for Civil Rights - U.S. Department of Health and Human Services ([HHS OCR](#))

1301 Young Street, Suite 1169

Dallas, TX 75202

Phone: 800-537-7697
Fax: 214-767-0432

For employees:

U.S. Equal Employment Opportunity Commission ([EEOC](#))
Dallas District Office
207 S. Houston Street, 3rd Floor
Dallas, TX 75202
Phone: 1-800-669-4000
Fax: 214-253-2720

Texas Workforce Commission ([TWC](#))
Civil Rights Division
101 E. 15th Street, Room 144-T
Austin, TX 78778-0001
Phone: 512-463-2642

Responsible Employee Reporting Requirements

All employees (including without salary faculty, but excluding student workers) are Responsible Employees except those positions designated by [HOOP Policy #59 - Prohibition of Sexual Harassment & Sexual Misconduct](#) as Confidential Employees. All Responsible Employees have a duty to report incidents of and information reasonably believed to be Sexual Misconduct to the Title IX Coordinator. Responsible Employees must report all known information concerning the incident to the Title IX Office, and must include whether a Complainant has expressed a desire for confidentiality in reporting the incident.