ETH-153: TITLE IX SEXUAL HARASSMENT

UT Southwestern has drafted a new policy in response to the Department of Education's Final Rule on Title IX Sexual Harassment. Importantly, UT Southwestern will continue to review and investigate the full spectrum of cases that may constitute sexual misconduct or harassment that is not otherwise subject to this policy. Accordingly, the Institution has also completed a thorough review and update of its other relevant sexual misconduct and grievance policies.

OTHER UPDATED & POLICIES:

ETH-151
Non-Discrimination Policy

ETH-154
Sexual Misconduct Policy for Employees

ETH-151P-01
Conduct and Grievance Policies for Employees

EDU-151
Student Conduct and Discipline

EDU-151P-01
Procedures for Student Discipline

ETH-111
Consensual Relationships Policy
PROcedures

REVISED PROCESSES + SUPPORTIVE MEASURES

UT Southwestern has clarified the process for concerns that will proceed through the new Title IX Grievance Process, and built out its supportive resources to better assist all parties in Title IX concerns, as well as parties whose concerns are reviewed pursuant to other relevant University codes of conduct.

**TEXT:**

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**Image:**

- **Title IX Process:**
  - WHAT TO KNOW
  - MANDATORY REPORTING
  - THE TITLE IX TEAM
  - TITILE IX HEARING
  - STUDENT CONCERNS NON-TIX
  - STAFF CONCERNS NON-TIX

**Supportive Measures & Documents:**

- Supportive Measures Resource Document
- Interim Action Document *(Removals and Administrative Leave)*
- Informal Resolution Document
The Office of Institutional Equity & Access continues to provide programming for the campus community as part of its commitment to a safe and inclusive campus. This initiative will deepen the discussion on relevant Title IX issues as the Institution updates its procedures in accordance with the final regulation.

**Navigating Safe Relationships While Social Distancing**

In April, OIEA joined institutions and organizations nationwide in recognizing the 19th annual Sexual Assault Awareness Month, organized by the National Sexual Violence Resource Center (NSVRC). Sexual Assault Awareness Month seeks to raise awareness about sexual harassment, sexual assault, and abuse. OIEA created virtual offerings, which incorporated NSVRC’s I Ask Campaign. An excerpt of the campaign is included in OIEA’s Sexual Assault Awareness Month Virtual Resource Guide.

The culminating event for this month of virtual events was the Navigating Safe Relationships webinar, where OIEA partnered with EAP to discuss best practices for preventing partner violence while social distancing.

**Pride Month: Visibility, Identity, & Advocacy**

As part of its Summer Learning Series, the Division of Title IX hosted a joint program with the Division of Diversity & Inclusion in recognition of Pride Month. The program, entitled Visibility, Identity, and Advocacy highlighted marginalized voices in the community to discuss relevant issues affecting the LGBTQ+ community, and presenting collaborative paths forward. Registrants and attendees received a Resource Guide following the event, and feedback was overwhelmingly positive.

**The Time is Now: A Conversation with Dr. Lauren Powell of TIME’S UP Healthcare**

Continuing the OIEA Summer Learning Series, the Division of Title IX hosted The Time is Now: A Conversation with Dr. Lauren Powell, Vice President of Health Care at Time’s Up Healthcare. Dr. Powell discussed issues related to safety, equity, and power in the healthcare setting. With over 90 registrants, the event also received positive reviews as part of the exit survey following the event.
STAFFING & ROLES

NEW INSTITUTIONAL PARTICIPANTS
UT Southwestern has designated approximately 20 roles to supplement the new Title IX Grievance Process. Each institutional participant will receive **training** in their capacity as a Hearing Officer, Appeal Officer, Liaison, or Advisor, and will receive **refresher training** prior to the start of a new Title IX Grievance Process.

**BCAL Team** (Behavioral Concerns Advice Line) : Campus Police, Employee Assistance Program

**Student Wellness**
UT Southwestern is utilizing all communication channels to apprise the campus community of the upcoming changes and their responsibilities, including the recording of a **Fireside Chat Q&A** video.

**Digital Content Library**
To further its commitment to supporting the campus community with resources, UT Southwestern is building out a **Digital Content Library** as part of the Title IX educational rollout.

**KEY COMMUNICATION UPDATES:**
- Updated Web content, links, policies, and downloadable handouts.
- New website page dedicated to an overview of new policy and procedural changes under the TX regulations.
Updated resources are now available through the Office of Institutional Equity & Access, and on the Title IX website.