Policies

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 Harassment and 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
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.

TITLE IX PROCESS:

WHAT TO KNOW

UTSW’s Title IX Team is committed to supporting the University’s mission to create and maintain an educational and work environment free from all forms of sexual harassment, sex discrimination, exploitation, and intimidation, where all students, faculty, and staff can learn, work, and thrive.

MANDATORY REPORTING

The Title IX Team serves as a resource for the entire campus community. The Title IX Team handles investigations, provides trainings, and can help with securing resources and support for affected individuals.

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STUDENT CONCERNS NON-TIX

Student concerns that do not meet the definition of ETH-153 will proceed through the Title IX Formal Grievance Process.

STAFF CONCERNS NON-TIX

Staff concerns that do not meet the definition of ETH-153 will proceed through the Title IX Formal Grievance Process.

FOR MORE INFORMATION

Contact the Office for Access & Title IX
TitleIX@UTSouthwestern.edu

UPDATED PROCEDURES & DOCUMENTS:

- Supportive Measures Resource Document
- Interim Action Document (Removals and Administrative Leave) Informal Resolution Document
OFFICE FOR ACCESS & TITLE IX

PROGRAMS

CREATING SPACE FOR DIALOGUE AND EDUCATION

The Office for Access & Title IX 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.
OFFICE FOR ACCESS & TITLE IX

STAFFING & ROLES

NEW INSTITUTIONAL PARTICIPANTS

UT Southwestern has designated approximately 15 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.

- **TIX COORD. & DEPUTY**
- **HEARING OFFICER**
- **APPEAL OFFICER**
- **TITLE IX LIAISON**
- **TITLE IX ADVISOR**

OTHER INSTITUTIONAL STAKEHOLDERS

- BCAL Team (Behavioral Concerns Advice Line): Campus Police, Employee ASsistance Program
- Student Wellness
WEBSITE & MARKETING

COMMUNICATIONS UPDATES
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.
OFFICE FOR ACCESS & TITLE IX

RESOURCES & HANDOUTS

EQUITABLE SUPPORT THROUGHOUT THE PROCESS

HERE TO HELP
Available Assistance During the Title IX Process

WHAT TO EXPECT
as a Complainant

Announcement of the assistance or availability of an accommodation shall be provided to the Complainant and Respondent at the outset of the investigation.

INVESTIGATION

THE ROLE OF AN ADVISOR
Complainants, Respondents, and Witnesses involved in a grievance process of an allegation under ETH-153 Title IX Sexual Harassment may have an advisor of choice accompany them to any meetings and grievance proceedings. The accompanying person to the participant in the grievance process is the Advisor.

Updated resources are now available through the Office for Access & Title IX, and on the Title IX website.