

UT Southwestern Medical Center

UT Southwestern Committed to Safe and Secure Environment

November 15, 2017

To the UT Southwestern Community:

UT Southwestern is committed to sustaining a safe and secure environment for learning and working for all students, trainees, faculty, and staff. Sadly, as media reports over recent weeks make all too clear, sexual misconduct remains a pervasive societal problem. Accordingly, I write to remind you of UT Southwestern's expectations and policies prohibiting sex discrimination, including sexual misconduct, harassment, and violence. I also want to ensure that everyone is aware of available campus resources.

In addition to being contrary to our values and morally indefensible, sexual misconduct is a form of sex discrimination prohibited by state and federal law. Prohibited sexual misconduct includes a broad range of non-consensual sexual activity or unwelcome behavior of a sexual nature, including:

- Verbal or physical conduct that is unprofessional and inappropriate for the workplace
- Unwelcome sexual advances or requests for sexual favors
- Harassment
- Violence, including assault
- Exploitation
- Intimidation
- Domestic or dating violence
- Stalking

Please note that sexual misconduct is prohibited regardless of whether it occurs on or off UT Southwestern premises, or via text message, email, social media, or instant messaging, if such conduct may have an adverse effect on an individual's work, training, education, or participation in UT Southwestern programs or activities. UT Southwestern's complete policies regarding sexual misconduct, including an extended list of definitions and terms, can be found in [ETH-154: Sexual Harassment and Sexual Misconduct](#) and [EDU-116 Sex Discrimination – Sexual Misconduct, Harassment, and Violence](#).

UT Southwestern has specially trained, experienced experts to assist anyone with concerns about sexual misconduct. The Office of Diversity & Inclusion and Equal Opportunity, at 214-648-4343, handles employee complaints in accordance with [ETH-154](#). Students, residents, and postdoctoral trainees with concerns about sex discrimination should contact a [Title IX Coordinator](#) in accordance with [EDU-116](#) and [EDU-116P-01](#).

All reports of sexual misconduct are treated as confidential. In the course of investigating a complaint, UT Southwestern will only share information with authorized people who need to know in order to fulfill our responsibility to provide an environment free from sex discrimination. Individuals who wish to remain completely anonymous may report through the [Compliance Hotline](#) at 877-507-7319.

All reports of sexual misconduct are taken very seriously and will be thoroughly investigated. If a violation is substantiated, appropriate actions will be taken. Retaliation against anyone who opposes a discriminatory practice, files an informal or formal complaint, or participates in an investigation or other proceeding is strictly prohibited.

Anyone who witnesses or is aware of possible sexual misconduct is strongly encouraged to report it as soon as possible. I want to emphasize that UT Southwestern officials, administrators, faculty, supervisors, mentors, and academic advisors are required to report incidents of possible sexual misconduct that come to their attention. A complete list of reporting options can be found in policies [ETH-154](#) and [EDU-116](#).

Additional resources and information, including the online training “Eliminating Campus Sexual Violence,” are available on [UT Southwestern’s Title IX website](#).

We should all consider this behavior, in any form, unacceptable at UT Southwestern Medical Center. Every member of the campus community is expected to behave in accord with the highest ethical and professional standards. A core value of our campus culture is a shared commitment to treating one another with dignity and respect.

Daniel K. Podolsky, M.D.
President, UT Southwestern Medical Center