

Policies of the University of North Texas System Administration	Chapter 03 Human Resources
<b>03.901 Prohibition Against Discrimination, Harassment, Sexual Misconduct and Related Retaliation (Including Sexual Assault, Sexual Violence, and Stalking)</b>	

**Policy Statement.** It is the policy of the University of North Texas System Administration (System Administration) to maintain a safe and respectful work and educational environment that is free from discrimination, harassment, sexual misconduct and related retaliation and allows all individuals to fully participate in the benefits and privileges the System Administration has to offer. Therefore, the System Administration prohibits discrimination, harassment, sexual misconduct and related retaliation because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression, and veteran status or any other characteristic protected under applicable federal or state law in all of its programs and activities; employment policies, procedures, and processes; and System Administration facilities.

The System Administration takes active measures under this policy to prevent such conduct and promptly investigates, disciplines, and takes remedial action, when appropriate, against individuals or organizations within its control.

**Application of Policy.** This policy applies to all employees, students, applicants for employment, or any individual conducting business for or on the behalf of System Administration, visitors, third parties, and participants at any location, program or other activity associated with the System Administration. The System Administration may act under this policy when prohibited conduct occurs at any location due to activities that may have a reasonable likelihood of adversely affecting the academic or work environment.

**Definitions.**

1. **Advisor.** “Advisor” means an individual selected by the complainant(s) or respondent(s) to provide support and guidance throughout the investigation and resolution process. Each party is allowed one advisor of their choice. Advisors may not examine witnesses or otherwise actively participate in the process.
2. **Complainant.** “Complainant” means the individual who may have been the subject of conduct prohibited under this policy regardless of whether the individual reports the conduct.

3. Confidential Employees. – Confidential Employees include counselors in Counseling and Psychological Services, a health care provider in Health Services, or clergypersons. Additionally, employees who receive information regarding an incident of sexual misconduct under circumstances that render the employee’s communications confidential or privileged under other law (such as attorneys) are also considered “Confidential Employees.”

Note: Under state law, Confidential Employees who receive information regarding incidents of sexual harassment, sexual assault, dating violence or stalking committed by or against a student or an employee of the System Administration, are required to report the type of incident to the Title IX Coordinator (or Deputy Coordinators), Campus Human Resources, Title IX Compliance Officer or the Human Resources Office of Equity, Diversity, and Inclusion.

Confidential Employees may not include any information that would violate a student’s expectation of privacy. The Confidential Employee’s duty to report an incident under any other law also applies.

4. Confidentiality. “Confidentiality” means communication that cannot legally be disclosed to another person without the consent of the individual who originally provided the information.
5. Consent. “Consent” means words or actions that show an active, knowing, and voluntary agreement to engage in sexual activity. Consent cannot be gained by force, coercion, manipulation, threats, or by 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, or the person is unconscious, asleep, mentally or physically incapacitated or otherwise unaware that the prohibited conduct is occurring. In cases involving a juvenile or a minor, this definition would defer to applicable state and federal laws.
6. Days. “Days” means calendar days.
7. Dating Violence. “Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship will be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

- a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

- b. Dating violence does not include acts covered under the definition of domestic violence.
8. Discrimination. “Discrimination” means treating an individual or group of individuals unfavorably in their employment because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression, and veteran status.
  9. Domestic Violence. “Domestic violence” means a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
  10. Employee. “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity, or who is required to be a student as a condition of employment.
  11. Gender Expression. “Gender expression” means the manner in which an individual expresses gender through appearance, behavior, or mannerisms; whether the person’s expression is the same as the individual’s gender identity or the sex the individual was assigned at birth.
  12. Gender Identity. “Gender identity” means the gender with which an individual identifies psychologically, regardless of the sex the individual was assigned at birth.
  13. Good Faith Report. “Good faith report” means a report submitted based on conduct or behavior that one reasonably believes is prohibited under Regents Rule, System Regulation, Institution policy or law.
  14. Harassment. “Harassment” means any harassment, including sexual harassment, that is sufficiently severe, persistent, or pervasive to deny or limit the individual’s ability to participate in or benefit from the System Administration programs or activities or an employee’s terms and conditions of employment. A hostile environment can be created by anyone involved in a program or activity (e.g., administrators, faculty members, employees, students, and System Administration visitors). In determining whether sex-based harassment has created a hostile environment, the System Administration considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not sufficient, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, the System Administration must also find that a reasonable person in the individual’s position would have perceived the conduct as undesirable or offensive. To ultimately determine whether a hostile environment exists for an individual or individuals, consideration is given

to a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of the persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct affected an individual's education or employment. The more severe the sex-based harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the sex-based harassment is not particularly severe.

15. Hostile Environment. "Hostile environment" exists when any type of discrimination or harassment is sufficiently severe or pervasive to deny or limit the individual's ability to participate in or benefit from the System Administration's programs or activities or an employee's terms and conditions of employment. A hostile environment can be created by anyone involved in a System Administration program or activity (e.g., administrators, faculty members, employees, students, and System Administration visitors).

In determining whether discrimination or harassment has created a hostile environment, the System Administration considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not adequate, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, the System Administration must also find that a reasonable person in the individual's position would have perceived the conduct as undesirable or offensive.

To ultimately determine whether a hostile environment exists for an individual or individuals, the System Administration considers a variety of factors related to the severity, persistence, or pervasiveness of the discrimination or harassment, including:

- a. the type, frequency, and duration of the conduct;
- b. the identity and relationships of the persons involved;
- c. the number of individuals involved;
- d. the location of the conduct and the context in which it occurred; and
- e. the degree to which the conduct affected an individual's education or employment.

The more severe the discrimination or harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the discrimination or harassment is not particularly severe.

16. Incapacitation. “Incapacitation” means to a state when a person lacks the ability to voluntarily agree to sexual activity because the person is asleep, unconscious, or under the influence of an anesthetizing or intoxicating substance such that the person does not have control over his or her body, or is otherwise unaware that sexual activity is occurring. Incapacitation is not the same as intoxication. When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence or impaired by the use of the drug.
17. Investigative Authority. “Investigative authority” means one or more trained individuals appointed to conduct a formal inquiry to discover and examine the facts of an allegation and conclude if, based on the preponderance of the evidence, the allegation is substantiated, unsubstantiated, or if there is insufficient information to make a determination. This is generally the Human Resources Office of Equity, Diversity and Inclusion.
18. Predation. “Predation” means an intent to engage in acts prior to their occurrence demonstrating premeditation, planning or forethought, and is reflected in communicated intent (physical, verbal, visual or written), threats directed at a party, attempts to incapacitate a party, attempts to isolate a party, utilizing violence, or other actions that a reasonable person would construe as a pre-meditation to engage in actions that are unwanted by/against the recipient.
19. Preponderance of Evidence. “Preponderance of evidence” means the amount of information necessary to establish whether an allegation is more likely than not to have occurred.
20. Private. “Private” means that which affects, characterizes or belongs to an individual person, as opposed to the general public. With respect to this policy, private means restricting information to those with a reasonably identified need to know.
21. Quid Pro Quo Sexual Harassment. “Quid pro quo sexual harassment” means “this for that” such as unwelcome sexual advances, requests for sexual favors or other verbal, nonverbal or physical conduct of a sexual nature where the submission to or rejection of may result in an adverse educational or employment action.
22. Reporting Party. “Reporting party” means an individual who observed or was made aware of an alleged violation and who provides an initial oral or written account of an alleged violation of this policy.
23. Respondent. “Respondent” means an individual who is alleged to have engaged in conduct prohibited under this policy.
24. Retaliation. “Retaliation” means any action, treatment or condition likely to dissuade a reasonable person from reporting or causing to report, or from participating in an investigation of suspected misconduct or a related proceeding, including an action that

affects an individual's enrollment or business relationship, or an employee's compensation, promotion, transfer, work assignment, or performance evaluation.

25. Sexual assault. "Sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting program.
  - a. Rape - 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 victim.
  - b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
  - c. Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - d. Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent.
  
26. Sexual Exploitation. "Sexual exploitation" means the taking of a non-consensual or abusive sexual advantage of another for another's own advantage or benefit, or to benefit or advantage anyone other than the person being exploited, including but not limited to, non-consensual video or audio-taping of sexual activity or undetected viewing of another's sexual activity.
  
27. Sexual Harassment. "Sexual harassment" means unwelcome sex-based verbal or physical conduct that:
  - a. in the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile or offensive work environment;  
or
  - b. in the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities. For purposes of this policy, conduct is sufficiently severe, persistent or pervasive if its frequent, or threatening, or humiliating nature unreasonably interferes with or limits the student's ability to participate in or benefit from the System Administration's educational program or activity, including when the conduct reasonably can be considered to create an intimidating, hostile, abusive or offensive educational environment.

Examples of conduct which might be considered sexual harassment under this policy include but are not limited to:

- a. repeated and unwanted requests for dates, sexual flirtations, or propositions of a sexual nature,
  - b. subtle pressure for a sexual relationship,
  - c. sexist remarks about a person's clothing, body or sexual activities,
  - d. unnecessary touching, patting, hugging, or brushing against a person's body,
  - e. direct or implied threats that submission to sexual advances will affect or be a condition of employment, work status, grades, or letter of recommendation,
  - f. conduct of a sexual nature that causes humiliation or discomfort, such as use of inappropriate terms of address, and
  - g. sexually explicit or sexist comments, questions or jokes.
28. Sexual Misconduct. "Sexual misconduct" is a broad term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. The term includes, but is not limited to, sexual assault, sexual exploitation, sexual intimidation, sexual harassment, domestic violence, dating violence, and stalking. The term also includes other inappropriate sexual conduct as referenced in this policy. Sexual misconduct can be committed by any person, including strangers or acquaintances.
29. Sexual Orientation. "Sexual orientation" means the inclination of one's intimate, emotional or sexual interests towards a member of the same, opposite or both sexes.
30. Stalking. "Stalking" means engaging in a course of conduct directed at a person that would cause a reasonable person to fear for the person's safety, the safety of others, or to suffer substantial emotional distress.

For the purposes of this definition:

*Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

*Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

*Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## **Procedures and Responsibilities.**

### 1. Reporting Obligations.

- a. Reporting Obligations. All employees must report allegations of violations of this policy, including but not limited to discrimination, harassment, sexual misconduct, sexual assault, sexual (dating or domestic) violence, stalking or related retaliation. Non employees are encouraged to report. Employees are required to report the suspected violation immediately. All employees informed of possible conduct in violation of this policy should advise the complainant that they cannot keep the information confidential and are required to report it (For the purposes of this policy and the reporting requirements, employees who are complainants/victims of sexual misconduct are not required to report that misconduct).

Employees in the course and scope of employment, that witness or receive information regarding an incident that the employee reasonably believes constitutes sexual harassment, sexual assault, sexual violence, or stalking, and is alleged to have been committed by or against a person who is a student at or an employee of the institution at the time of the alleged incident must promptly report the incident to the institution's Title IX Coordinator or Deputy Title IX Coordinator.

Employees, students and non-employees should report suspected violations through the compliance hotline (<https://hr.untsystem.edu/sexual-assault-anonymous-reporting>), Title IX Coordinator, Campus Human Resources, Title IX Compliance Officer or the Human Resources Office of Equity, Diversity, and Inclusion.

- b. Healthcare. Individuals who experience any form of sexual assault, domestic, or dating violence, are encouraged to seek immediate medical care. Also, preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Victims can undergo a medical exam to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate medical exam is not possible, individuals who have experienced a sexual assault may have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within four (4) days of the incident. With the examinee's consent, the physical evidence collected during this medical exam can be used in a criminal investigation; however, a person may undergo a SAFE even without contacting, or intending to contact, the police. To undergo a SAFE, go directly to the emergency department or the nearest hospital that provides SAFE services.

For more information about the SAFE, see <https://www.texasattorneygeneral.gov/crime-victims/sexual-assault-exams>.

The cost of the forensic portion of the exam is covered by the law enforcement agency that is investigating the assault or, in cases where a report will not be made to the police, the Texas Department of Public Safety. This does not include fees related to medical treatment that are not a part of SAFE.

- c. Reporting to Law Enforcement. Individuals can make a complaint with the Dallas Police Department at 214.671.4500, or with the University of North Texas campus police departments as follows or other local law enforcement agencies. For emergencies, call 9-1-1.

University Police Department 972.780.3009

Fort Worth Police Department 817.392.4200

Dallas Sheriff's Office 214.653.3540

UNT Denton 940.565.3000

UNT Health Science Center 817.735.2210

UNT Dallas 214.671.4500

UNT Law School 214.671.4500

The campus Title IX Office can also contact these law enforcement agencies. Employees and students with protective or restraining orders relevant to a complaint are encouraged to provide a copy to the University Police Department.

- d. Reporting to Outside Entities. Individuals may also contact the following external agencies to report violations under this policy:

Office for Civil Rights  
U.S. Department of Health and Human Services  
1301 Young Street, Suite 1169  
Dallas, TX 75202  
Phone: (800) 537-7697  
FAX: (214) 767-0432

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

Responsible Party: Employees and Non-employees

- e. Confidential Employee. Only certain employees, as defined, may keep complaints of sexual misconduct confidential in accordance with this policy. Employees should inform the complainant where confidential guidance can be obtained, such as the student counseling center or employee assistance program.
- f. Failure to Report. Employees who are required to report and fail to make a report; or with the intent to harm or deceive, knowingly make a report that is false, then the offense is a Class B misdemeanor, with the exception that if it is shown at trial that the actor intended to conceal the incident, then the offense is a Class A.

The institution will be required to terminate an employee whom the institution determines, in accordance with the institution's disciplinary procedure, to have knowingly committed the offense of failing to report or making a false report to the institution.

Employees who believe they are in imminent danger should call 911, or local or University police for non-emergencies.

All recipients of complaints of discrimination, harassment, and retaliation must be submitted electronically in writing to the Human Resources Office of Equity, Diversity and Inclusion within 72 hours after the receipt of the complaint. Complaints received through the anonymous reporting hotline must be forwarded immediately to the Human Resources Office of Equity, Diversity and Inclusion.

- g. Notification. Except for Confidential Employees, notification must include the following if known:
  - 1. Date(s) of the complaint and alleged incident(s);
  - 2. Nature and description of the alleged conduct, to include but not limited to contact information, location of alleged incident, documentation provided by individual subjected to the alleged discriminatory conduct and witness(es);
  - 3. Name(s), category (employee, student, and/or third party) and title(s), where applicable, of the individual who was subjected to the alleged discriminatory conduct; and
  - 4. Name(s), category (employee, student, and/or third party) and title(s), where applicable, of the individual who is the respondent.

The filing of a complaint under this policy will not stop, delay nor effect pending personnel or disciplinary actions or law enforcement activity, unless interim measures are imposed. Interim measures are not disciplinary in nature and must be consistent with other System Administration policies.

Responsible Party: Recipients of Complaints

h. Retaliation.

1. No employee may retaliate against a person for filing a complaint or participating in an investigation
2. Protection against Retaliation. Retaliation against any person who reports or encourages another to report sexual assault or retaliation, who participates in an investigation conducted under this policy, or who seeks assistance or guidance from any System Administration department or external official or organization authorized to remediate conduct prohibited under this policy is strictly prohibited.

Responsible Party: All Employees

2. Investigations.

- a. All employees are required to fully cooperate with those performing an investigation. Employees failing to cooperate with those performing an investigation may be subjected to disciplinary action, up to and including termination. (For the purposes of this requirement, employees who are complainants/victims of sexual misconduct covered by this policy are not required to participate in this investigation.)
- b. Students, any individual conducting business for or on the behalf of System Administration, visitors, and participants at any location, program or other activity associated with the System Administration should cooperate with those performing an investigation.
- c. All allegations of sexual misconduct (including discrimination, sexual harassment, sexual assault, sexual violence, stalking, and retaliation) will be reviewed by the Human Resources Office of Equity, Diversity and Inclusion to determine the following:
  - i. If there is sufficient information to proceed with an investigation;
  - ii. If additional information is needed;
  - iii. If the complaint shall be dismissed as baseless;

- iv. If the complaint should be referred to the office which has responsibility; or
- v. If the complaint should be referred for resolution as outlined in System Administration Policy, 03.1001 Employee Grievances, or other applicable System Administration policies or System Regulations

Once the determination has been made, the decision will be communicated in writing to the complaining party. If an investigation is warranted, the following will occur.

- d. Written notification to the complainant and the respondent(s) will include:
  - i. the incident details and alleged policy violation;
  - ii. the UNT System Administration investigative authority;
  - iii. interim measures put into place, if any; and
  - iv. statements regarding cooperation and prohibition of retaliation.

Requested confidentiality will be taken into consideration with notification details provided.

Interim measures may include but are not limited to reassignment, suspension, counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, withdrawal from or retake of a class without penalty, campus escort services, restrictions on contact between the parties, change in work or housing locations, leaves of absences, increased security and monitoring of certain areas of campus or other similar accommodations tailored to the individualized needs of the parties.

The System Administration's ability to implement interim measures may be affected if the Complainant requests not disclose their identity to relevant System Administration or institutional personnel involved in implementing interim measures.

- e. For sex-based complaints only, the complaint and the investigative report, with instructions and reminders regarding privacy, will be provided to the parties, as requested and as allowed by law.
- f. The investigative authority will review each complaint, interview complainant(s), respondent(s) and witness(es) (if applicable), review relevant documentation, (for sex-based complaints, the complaint and respondent will

have the opportunity to review the draft report) and provide a final draft report of the investigation for legal sufficiency review to the Office of General Counsel. The report will be finalized upon completion of the legal sufficiency review.

- g. The evidentiary standard used to determine the merits of the allegation(s) is the preponderance of evidence (i.e., more likely than not).
- h. Upon completion of the investigation and report, findings of substantiated, unsubstantiated, or insufficient evidence will be communicated in writing to the complainant(s) and respondent(s).
- i. Parties' Rights Regarding Confidentiality. The System Administration has great respect for the privacy of the parties in a complaint. Under federal and state law, however, Responsible Employees who receive a report of sexual misconduct must share that information with the identified office. Those individuals may need to act to maintain System Administration and campus safety and must determine whether to investigate further under, regardless of the complainant's request for confidentiality.

In making determinations regarding requests for confidentiality, requests to not investigate or the disclosure of identifying information to the respondent, the IA or Title IX Coordinator must deliberately weigh the rights, interests, and safety of the complainant, the respondent and the community and campus.

The factors the System Administration must consider when determining whether to investigate an alleged incident of sexual misconduct include, but are not limited to:

- i. the seriousness of the alleged incident;
- ii. whether the System Administration has received other reports of alleged sexual misconduct by the alleged respondent;
- iii. whether the alleged incident poses a risk or harm to others; and
- iv. any other factors the System Administration determines relevant.

If the complainant requests the System Administration not to investigate, the Investigative Authority must inform the complainant of the decision whether or not to investigate.

In the course of the investigation, the System Administration may share information only as necessary with individuals who need to know in compliance with the law, which may include but is not limited to the

investigators, witnesses, and the respondent. The System Administration will take all reasonable steps to ensure there is no retaliation against the parties or any other participants in the investigation.

Responsible Party: The Office of Equity, Diversity and Inclusion and reporting parties.

### 3. Appeals.

- a. Findings of sexual misconduct under this policy may be requested to be reviewed in writing by either party within seven (7) days from date of notification to the Vice Chancellor for the employee's area, equivalent position, or designee, and only on the following bases:
  - i. a procedural error or omission that significantly impacted the outcome;
  - ii. new evidence (i.e. unknown or unavailable during the investigation) that could have significantly impacted the findings; or
  - iii. the appropriateness or severity of the sanction(s).

In cases involving students, the applicable component institution policies and Student Codes of Conduct will apply in regard to an appeal of findings and will be referred to and addressed by that component institution.

### 4. Sanctions.

Any finding of a violation of this policy will be referred to the appropriate supervisory authority and may result in sanctions as outlined in System Administration Policy Staff Employee Discipline or other applicable disciplinary policies. Sanctions imposed for violating this policy must be reported to the Office of Equity, Diversity and Inclusion. Additional applicable implications for violations of this policy could also include the following:

- a. System Administration Imposed Sanctions. Any individual who violates this policy is subject to disciplinary action, including termination of employment or business relationship(s), as applicable.
- b. Federal or State Sanctions. Federal or state agencies may impose fines and other sanctions for violations of federal or state anti-discrimination laws.
- c. Civil Action. Individuals may take court action against individuals and System Administration that could result in financial liability.

- d. Criminal Sanctions. Conduct prohibited by this policy may constitute a criminal offense under the Texas Penal Code. If an employee is required to report and fails to make a report then the applicable offenses is a Class B misdemeanor, with the exception that if it is shown at trial that the actor intended to conceal the incident, then the offense is a Class A.

### **References and Cross-references.**

Family Educational Rights and Privacy Act (FERPA)

The Equal Pay Act of 1963

Title VII of The Civil Rights Act of 1964, as amended

The Age Discrimination in Employment Act of 1967

The Age Discrimination Act of 1975

Title IX, Education Amendments of 1972

The Rehabilitation Act of 1973, as amended

Americans with Disabilities Act of 1990, as amended

The Genetic Information Nondiscrimination Act of 2008

Executive Order 11246, as amended Educ. Code § 51.9363, Sexual Assault Policy

Tex. Educ. Code §51.282, Policy On Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-2, §§51.251-51.259, Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-3, §§51.281-51.291, Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Lab. Code, Ch. 21, Employment Discrimination

System Administration Policy 03.1001, Employee Grievances

System Administration Policy 03.403, Staff Employee Discipline

### **Forms and Tools.**

Anonymous reporting link: <https://hr.untsystem.edu/sexual-assault-anonymous-reporting>

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