

# Quick Reference Guide

## Sexual Harassment and Misconduct

### Title IX

#### **What resources are available to individuals who think they have experienced sexual harassment or sexual misconduct?**

Any incident involving sex discrimination, sexual harassment, sexual assault/violence, sexual misconduct, or stalking is serious, and the following resources are here to help:

#### **EMERGENCY RESOURCES:**

**University Police Department (UTPD):** Individuals may report an incident, with or without filing charges. Phone: 512-471-4441, use 9 for non-emergencies. For emergencies call 911.

**Austin Police Department:** If the incident is occurring (occurred) in Austin, but off-campus, a report may be filed with APD. For emergencies call 911. For Victim Services, phone 512-974-5037.

**Behavior Concerns Advice Line: BCAL** gives UT Austin faculty, students and staff an opportunity to discuss concerns about another individual's behavior. Phone: 512-232-5050

#### **EMPLOYEES AND VISITORS' RESOURCES:**

**Office of Institutional Equity: OIE** serves as a neutral investigator of allegations of sexual discrimination, sexual harassment, sexual misconduct, and retaliation against faculty/staff/visitors. Phone: 512-471-1849

**Employees Assistance Program: EAP** offers **confidential** counseling services regarding personal or work-related problems that may be interfering with quality of life or work performance. All benefits-eligible staff, faculty, dependent (age 18 or older), and retirees are welcome. Phone: 512-471-3366

#### **NON-CAMPUS COMMUNITY RESOURCES:**

**Texas Advocacy Project:** Texas Advocacy Project offers legal advice from attorneys on issues of family violence, dating violence and sexual violence, including protective orders. Phone: 512-476-5377

**SafePlace:** provides information, support, intervention, counseling and shelter re: sexual assault and relationship violence. 24-Hour Hotline: 512-267-7233

#### **STUDENT RESOURCES:**

**Student Emergency Services: SES** assists students in emergency or crisis situations. SES provides resources and support to students by outlining available processes, advocating for class-related needs, an identifying campus and community resources for additional support and care. Phone: 512-471-5017

**Student Judicial Services: SJS** is responsible for investigating alleged violations of University rules and for overseeing the discipline process. Phone: 512-471-2841

**Voices Against Violence: VAV** aims to provide the campus with tools to identify and interrupt interpersonal violence, support survivors, and build a campus that values and promotes healthy relationships and consent. Phone: 512-471-3515

**University Health Services: both** provides **confidential** medical care (i.e. for STI and pregnancy testing, x-rays, medical exams) and patient education to students. Phone: 512-471-4955

#### **CONFIDENTIAL STUDENT RESOURCES:**

**Counseling and Mental Health Center: CMHC** provides any currently enrolled UT student with **confidential** counseling services provided by licensed psychologists, social workers, and professional counselors. Phone: 512-471-3515

**Counseling and Mental Health Center Crisis Line:** The crisis line is a **confidential** service UT-Austin students can use to talk with trained counselors about urgent concerns. Phone: 512-471-2255



## **DEFINITIONS:**

**Sex Discrimination:** Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects the individual or group's employment or education on the basis of sex.

**Sexual Harassment:** Unwelcome conduct of a sexual nature. Sexual harassment is a form of sex discrimination that includes sexual violence, as defined under the Texas Penal Code, which includes rape, sexual assault, sexual battery, and sexual coercion.

**Sexual Misconduct:** Behavior or conduct of a sexual nature that is unprofessional and/or inappropriate for the educational and/or working environment.

**Incapacitation:** A state of being that prevents an individual from having the capacity to give consent.

**Stalking:** A course of conduct directed at a specific person that would cause a reasonable person to fear for his/her own safety or the safety of others or would cause that person to suffer substantial emotional distress.

**Dating Violence:** "An act, other than a defensive measure to protect oneself, by an individual that is committed against a victim with whom the actor has or has had a dating relationship; or because of the victim's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault." Texas Penal Code Section 71.0021

**Domestic (Family) Violence:** "An act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault." Texas Penal Code Section 71.004.

**Mandatory Reporter:** The University has an obligation to maintain an environment free of sex discrimination, thus many University employees have mandatory reporting and response obligations and may not be able to honor a complainant's request for confidentiality. In the event confidentiality cannot be maintained, the University will share information only as necessary and only with people who need to know to fulfill the purposes of this policy and applicable law, such as investigators, witnesses, administrators and the respondent.

## **WHERE TO REPORT SEXUAL MISCONDUCT AND SEXUAL HARASSMENT:**

University Title IX Coordinator  
University Compliance Services  
The University of Texas at Austin  
1616 Guadalupe Street, UTA Suite 2.507,  
Mail Code D9200  
Austin, TX 78701-1204  
Phone: 512-232-3992  
Fax: 512-232-3722  
Email: [titleix@austin.utexas.edu](mailto:titleix@austin.utexas.edu)  
Website: <https://titleix.utexas.edu/>

Deputy Title IX Coordinator  
Student Emergency Services  
The University of Texas at Austin  
100 West Dean Keeton Street, SSB 4.104,  
Mail Code A5800  
Austin, Texas 78712-1100  
Phone: 512-471-5017  
Email: [studentemergency@austin.utexas.edu](mailto:studentemergency@austin.utexas.edu)  
Website:  
[deanofstudents.utexas.edu/emergency/](https://deanofstudents.utexas.edu/emergency/)

Deputy Title IX Coordinator  
Office of Institutional Equity  
The University of Texas at Austin  
101 East 27th Street, NOA 4.302,  
Mail Code A9400  
Austin, TX 78712-1541  
Phone: 512-471-1849  
Fax: 512-471-8180  
Email: [equity@utexas.edu](mailto:equity@utexas.edu)  
Website: [utexas.edu/equity](https://utexas.edu/equity)

Office for Civil Rights, Dallas Office  
U.S. Department of Education  
1999 Bryan Street, Suite 1620  
Dallas, TX 75201-6810  
Telephone: (214) 661-9600  
Email: [OCR.Dallas@ed.gov](mailto:OCR.Dallas@ed.gov)  
Website: [hhs.gov/ocr/office/](https://hhs.gov/ocr/office/)

Failure to timely report any incident involving sex discrimination, sexual harassment, sexual assault/violence, sexual misconduct, or stalking may diminish accommodations the university can provide.