Title IX

Per Senate Bill (SB) 212, all employees of Texas universities must report sexual harassment, sexual assault, dating violence, and stalking incidents that you may have witnessed or become aware of to a Title IX Coordinator or Deput. Effective January 1, 2020, an employee who fails to report an incident may be subject to criminal offense (Class A or Class B misdemeanor) and the university is required to terminate their employment. Student employees in TA, GA, AI, and GRA positions are required to report such incidents, but are exempt from SB212 penalties. Student employees in other positions are encouraged to report, but are not required.

Reports may be made online. Contact the Title IX Office with any questions.

Academic accommodations can be requested for student survivors including flexible deadlines, class changes and modifications, withdrawal, and course load reduction. Accommodations requests are initiated by contacting Student Emergency Services.

SB 212 Example Language for Documents and Syllabus

The Title IX Office has provided the language below that can be used in documents or syllabus to help faculty, staff, and students become aware of new SB 212 reporting requirements for all employees of The University of Texas at Austin, including faculty.

For Documents

“Beginning January 1, 2020, Texas Senate Bill 212 requires all employees of Texas universities, including faculty, report any information to the Title IX Office regarding sexual harassment, sexual assault, dating violence and stalking that is disclosed to them. Texas law requires that all employees who witness or receive any information of this type (including, but not limited to, in written forms, applications, one-on-one, and class assignments) must be reported. If you want to speak with someone for support or remedies without making an official report to the university, email advocate@aus. utexas.edu. For more information about reporting options and resources, visit titleix.utexas.edu or contact the Title IX Office via email at titleix@austin.utexas.edu or call 512-471-0419.”

For Syllabi

“Beginning January 1, 2020, Texas Senate Bill 212 requires all employees of Texas universities, including faculty, report any information to the Title IX Office regarding sexual harassment, sexual assault, dating violence and stalking that is disclosed to them. Texas law requires that all employees who witness or receive any information of this type (including, but not limited to, writing assignments, class discussions, or one-on-one) must be reported. If you want to speak with someone for support or remedies without making an official report to the university, email advocate@austin. utexas.edu. For more information about reporting options and resources, visit titleix.utexas.edu or contact the Title IX Office via email at titleix@austin.utexas.edu or call 512-471-0419.

Although graduate students in their roles as graduate teaching and research assistants are not subject to Texas Senate Bill 212, they are however mandatory reporters under Federal Title IX laws for a wide range of sexual misconduct, including those covered under Texas Senate Bill 212. The Title IX office has developed supportive ways to respond to a survivor and compiled campus resources to support survivors.”

CAMPUS TITLE IX RESOURCES

- Education and training
- FAQ
- Helpful handouts
- How to file a report - includes types of reports: anonymous, university, police, and civil
- Mandatory Reporter tips. Recommended section: “Gentle Interruption” under “Informing others of reporting issues”
- Reporting resources, including descriptions of various campus offices and their respective purviews
- Resource Guide (PDF)
- Responsible Employee Guide (PDF)
- Supporting a survivor, including what to say and not to say
- Title IX Office, including contact info
- Title IX Training and Investigations - Office of the Dean of Students

Private Resources:

These resources do not share information with others without consent and are not required to report to the University. There are limits to privacy, and it is not protected under law.

- Advocates
  Trained professional staff who offer private support to students who have been impacted by interpersonal violence. Serves as an advocate and is available to answer questions, discuss reporting options, what to expect of an investigation, and assist with coordinating academic, financial and housing remedies. Provides referrals within the University and in the Austin area when necessary. Appointments can be made online, via email, or by phone; walk-ins not available. Variety of accommodations; can provide ongoing support.
  (512) 471-5017

- Interpersonal Violence Peer Support (IVPS)
  Trained students offer peer-based support to students impacted by interpersonal violence. Walk-ins accepted depending on student availability. Limited accommodations; provide initial support rather than ongoing.
  (512) 471-6147
• University Ombuds
  Provides a neutral, informal, and independent space for information about university resources and processes for student staff, and faculty.
  Provides a space to discuss interpersonal difficulties, university policies, university bureaucracy, and conflict resolution techniques. Help identify options and seek resolution.
  For students and staff: (512) 471-3825
  For faculty: (512) 471-5866

Please send suggested additions to this list and notifications about broken links to COE-HR@austin.utexas.edu.