



 UTHealth[®]
Houston

2026

SECURITY AND FIRE SAFETY REPORT

(Containing crime statistics for 2023-2025)

YOUR SAFETY MATTERS

A Publication of
THE UNIVERSITY OF TEXAS POLICE AT HOUSTON
Prepared for:
THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON

This report was published in September 2026.
For questions, contact utphoutreach@uth.tmc.edu.

Message from the Chief of Police



William H. Adcox

Vice President, Chief of Police and
Chief Security Officer

The University of Texas Police at Houston (UTPH) is committed to protecting the safety of those who work, study, visit, or seek treatment at UTHealth Houston. This annual report describes the safety and security services our division and campus offer, and documents relevant crime and safety statistics, per federal requirements.

In partnership with UTHealth Houston, UTPH issues this report as part of our compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The statistics contained in this report reflect reported incidents that have occurred within UTHealth Houston's Clery Act geography.

At our core, UTPH promotes prevention initiatives through our institutional and divisional endeavors. Through our focus on prevention, preparedness, and protection, we strive to support an environment in which workforce members and students can safely pursue our institution's mission and goals.

Each of our police officers, public safety officers, telecommunicators, and professional civilian team members are integral parts of prevention. Together, they aim to identify and diminish risk. We rely on all members of our community to report unsafe equipment, questionable incidents, and threatening behaviors. A collaborative effort between UTPH and UTHealth Houston workforce members and students,

including designated Campus Security Authorities, is imperative to help ensure a safe and secure environment.

Over the last few years, our team implemented innovative technology and data-driven strategies to enhance safety across our community. We have improved response protocols, strengthened workplace violence prevention, and advanced behavioral intervention programs to better protect our workforce members, patients, students, and visitors.

As our Digital Transformation Initiative moves closer to the ideal state envisioned at the outset, the expanded use of new tools and insights will help us build a safer, more proactive future.

UTPH has an immense responsibility in protecting our community, and we do that in partnership with our community. We hope that you will find this report informative and valuable. We encourage you to review the information it contains and join us in our shared commitment to maintain a safe and welcoming environment for all.

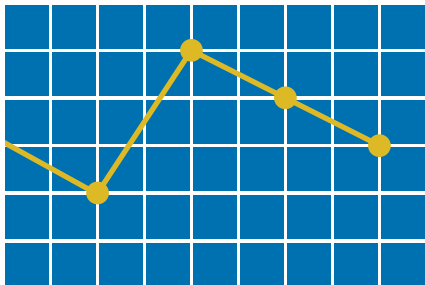
Respectfully,

A handwritten signature in dark ink, appearing to read "W. H. Adcox".

Key Contacts

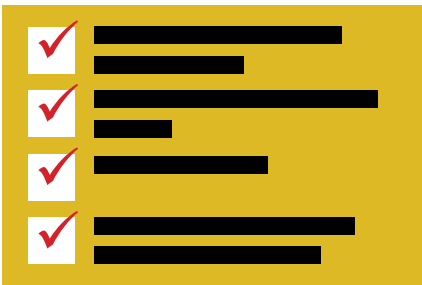
Emergency		911
The University of Texas Police at Houston, Non-Emergency	7777 Knight Road Houston, TX 77054 www.utph.org	713-792-2890
	Threat Management (UT Police Risk Operations Center)	713-792-2890
	Office of the Chief of Police (Administration)	713-792-3350
	Community Outreach	713-563-7794 utphoutreach@uth.tmc.edu
	Investigations	713-792-4108
	Technical Services	713-792-8690 utphtechserv@mdanderson.org
	Badge Access Modifications	713-500-UTID (713-500-8843) badgeaccess@uth.tmc.edu
	Police Records	713-745-4200
	Workplace Violence	713-792-STOP 713-792-7867 wpvp@mdanderson.org
UTHealth Houston	7000 Fannin Street Houston, TX 77030	713-500-4HSC (713-500-4472)
	Office of the President	713-500-3000
	Office of Legal Affairs	713-500-3268
	Institutional Compliance	713-500-3294
	Compliance Hotline	833-222-0056
	Human Resources	713-500-3130
	Title IX and Clery Act Coordinator	713-500-2255
	Margaret McNeese, MD Deana Moylan	713-500-5163 713-500-3279

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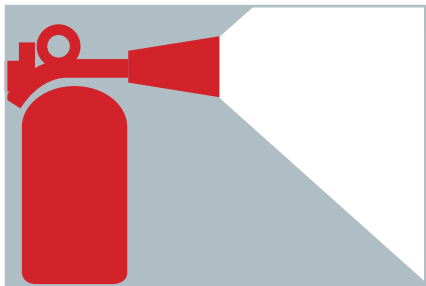
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About the Clery Act



Jeanne Clery
1966-1986

For more about the Clery Act, go to www.clerycenter.org.

In Memoriam: Constance B. Clery

Connie Clery, mother of Jeanne Clery, passed away in June 2026. UT Police at Houston (UTPH) honors her life and legacy as a tireless advocate for campus safety. Following the tragic loss of her daughter, Constance and her husband, Howard Clery, dedicated themselves to improving safety and transparency on college and university campuses.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act; originally the Crime Awareness and Campus Security Act of 1990) is the landmark federal law requiring institutions of higher education that participate in Title IV student financial assistance programs to disclose information about crime on and around their campuses.

The Clery Act is named after 19-year-old college freshman Jeanne Ann Clery, who was raped and murdered in her dorm room at Lehigh University during the early morning hours of April 5, 1986.

Connie and Howard Clery, Jeanne's parents, discovered there was a gap in consistent reporting of violent crime statistics for postsecondary institutions. They began efforts to strengthen laws requiring colleges and universities to make complete information about violent campus crimes available to current and prospective workforce members and students.

The Clery Act requires institutions of higher education to collect data, prepare, publish and distribute a

report concerning campus crime statistics and security policies on an annual basis through appropriate publications, mailings or computer networks to all current workforce members and students and all prospective students and prospective workforce members upon request. This document contains the annual report concerning specific campus crime and arrest statistics as well as information about campus policies and practices intended to promote awareness, campus safety and security.

Because the law is tied to participation in federal student financial aid programs, it applies to most institutions of higher education, both public and private. It's enforced by the U.S. Department of Education.

The original law was amended in 1992 to add a requirement that schools afford the victims of campus sexual assault certain basic rights and was amended again in 1998 to expand the reporting requirements. The 1998 amendments also formally named the law in memory of Jeanne Clery.

This report complies with the provision as codified:

- United States Code Title 20, Chapter 28 Section 1092(f) as amended in 1992 and 1998
- United States Code of Federal Regulations, Title 34, Chapter VI, Part 668, Section 668.46

Notice of Annual Report

In accordance with the guidelines established by UTHealth Houston and UTPH, and pursuant to the federal law identified as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), all workforce members and students as well as prospective workforce members and students are entitled to a copy of the Annual Security and Fire Safety Report. The Annual Security and Fire Safety Report is prepared by UTPH in collaboration with the Office of Institutional Compliance, Environmental Health and Safety, STOP Team (Behavioral Intervention Team - BIT) and Marketing and Communications. The report compiles statistics from UTPH records, Campus Security Authorities, and external law enforcement agencies. Contributors submit data through standardized forms and review policy statements for accuracy and completeness.

Daily Crime Log

UTPH maintains a daily crime log identifying the type of crime; the location of the crime; the date the crime was reported to UTPH; the date and time the crime occurred (if the exact date and time are unknown, a range will be used or it will be noted that it's unknown); and the disposition of the crime, if known. An entry, addition to an entry or a change in the disposition of a complaint will be recorded in the log within two business days of the information being reported to UTPH. The most current 60 days of information is available at UTPH [headquarters](#) (7777 Knight Road,

This report contains statistics about specific crimes and fire incidents that have been reported to UTPH and other Campus Security Authorities over the past three years. All incidents included in the report have occurred on campus, in noncampus buildings or properties, or on public property that is within or immediately adjacent to and accessible from the campus.

This report also contains policies and practices pertaining to campus security, crime reporting, alcohol and drugs, victims' assistance programs, student discipline policies, campus resources, community safety alerts, crime prevention, access to campus facilities and properties, and personal safety tips. The policies established in this document apply to all UTHealth Houston community members, unless otherwise indicated.

Members of the UTHealth Houston community are encouraged to accurately and promptly report crimes and emergencies to UTPH and other appropriate police agencies, including when the victim of a crime elects to, or is unable to, make such a report. The UTPH Risk Operations Center can be reached at 713-792-2890.

No later than Oct. 1 of each year, members of the university's community will receive notice of the Annual Security and Fire Safety Report through an institution-wide email.

Anyone, including prospective students and employees, may obtain a copy of this report online at www.utph.org/reports and in person from UTPH at 7777 Knight Road, Houston, TX 77054.

Houston, TX 77054) for inspection by the public during normal business hours. Visitor parking at UTPH headquarters is available along Knight Road.

Upon request, any portion of the crime log that is older than 60 days will be made available for public inspection within two business days.



Mission

Our shared purpose of prevention, preparedness and protection safeguards the continuity of care, research advancements and educational aspirations of the community we serve.

Vision

We will employ an agile and adaptive Combined Protection Model to safeguard our patients, faculty, researchers, students, trainees, professionals, employees and the community.

Values

We support a culture of CARING through empathetic interactions that yield positive outcomes that enrich our community and enhance campus safety and organizational health.

We demonstrate INTEGRITY by upholding the highest moral standards, being honorable and reliable in our actions, and by consistently and fairly applying rules, regulations and laws.

We demonstrate LEADERSHIP by setting standards of excellence, encouraging continuous improvement, and promoting prevention and preparedness measures.

We PARTNER with our community to advance risk-protection services and improve incident outcomes. Our crisis intervention methods and community outreach programs aim to enhance employee health and wellness.

We exhibit PROFESSIONALISM by treating everyone with respect, dignity, compassion, and equal and unbiased actions. We perform with pride and commitment, reflect a positive attitude and promote community trust at all times.

We value INNOVATION and meeting challenges through a Combined Protection Model. We implement progressive risk protection techniques to reduce the impact of campus incidents and promote prevention and preparedness.

Approach

As a fully accredited law enforcement agency, UTPH exceeds many of the benchmarks for professional policing. The division works to promote an environment in which higher education, research, patient care and staff support can be pursued free of concerns for one's safety, security and protection. Through its dedicated professionals, UTPH seeks exemplary and creative partnerships with other members of these institutions to create a cooperative community of interdependent disciplines in support of safeguarding workforce members, students, patients and visitors to our campus by using a Combined Protection Model and a risk-based approach.

UTPH is dedicated to service excellence as an integral part of UTHealth Houston and is aligned with the visions of both institutions. UTPH participates in a collaborative partnership with both institutions to help ensure a safe, secure and orderly environment.

Jurisdictional Authority

UTPH is one of 12 component police departments that constitute The University of Texas System Police (UT System Police).

UT System Police, under the leadership of the Office of the Director of Police, was established on December 8, 1967, by The University of Texas System Board of Regents. UTPH is the designated police authority for UTHealth Houston.

The primary jurisdiction of UTPH officers includes all counties in which property is owned, leased, rented or otherwise under the control of UT System. UTPH officers and public safety officers provide highly visible mobile patrol of buildings or properties, open spaces, roadways and parking lots, making them available to the campus population and acting as a deterrent against crime.

UTPH is the primary agency for reporting and investigating criminal activity occurring on the UTHealth Houston campus in the Texas Medical Center. UTPH provides immediate response to all police, fire and medical emergencies.

Police Officers

The division's police officers are Certified Texas Peace Officers, as defined in Article 2.12 of the Texas Code of Criminal Procedure, and are commissioned by The UT System pursuant to Section 51.203 of the Texas Education Code.

UTPH officers must meet specific employment qualifications and training requirements to be licensed as peace officers by

the Texas Commission on Law Enforcement. UTPH officers are commissioned upon graduating from UT System Basic Police Officer Training or the Houston City College Police Academy, or they may be hired as lateral officers.

As Texas peace officers, UTPH officers have arrest and enforcement authority regarding local, state and federal laws and

institutional policies in all counties in which UT System owns, leases, rents or otherwise controls property.

Select officers also are assigned to plainclothes investigative functions.

Uniformed Security

UTPH employs public safety officers, uniformed civilian personnel, to perform duties that include customer service, community engagement, entrance monitoring and risk mitigation throughout the campus.

Public safety officers must meet employment qualifications and complete a six-week program that includes classroom instruction and field training to prepare them for their duties.

Public safety officers have operational responsibility on property owned, leased, rented or otherwise under the control of UTHealth Houston. Public safety officers don't have the authority to arrest or detain. They have the authority and are responsible for enforcing the regulations pertaining to the parking of vehicles on UTHealth Houston-controlled property, directing traffic, and patrolling UTHealth

Houston-controlled buildings and properties for the purpose of safeguarding them.

Timely Warnings

UTPH is responsible for providing Timely Warnings to the campus community about reported crimes in a manner that will aid in the prevention of additional and/or similar crimes. In the event a crime is reported or a situation arises within UTHealth Houston's Clery Act geography (on-campus, public property and non-campus property), that, in the judgment of the UTPH Officer in Charge (OIC) constitutes a serious or continuing threat to the campus community, a Timely Warning notice will be issued to the entire campus community. Every aspect of the Timely Warning, including the decision to issue and distribute and the language to be included, is governed by the OIC.

Making the Decision to Issue a Timely Warning:

The following criteria is used to determine the issuance of a warning:

1. What is the nature of the crime? Is it a Clery reportable offense, including a criminal offense, a hate crime, a Violence Against Women (VAWA) offense or an arrest or referral for disciplinary action for a weapons law violation, drug abuse violation, or liquor law violation?
2. Did the crime occur within a Clery reportable geographic location? Did the crime occur on campus, on public property that is within the campus or immediately adjacent to and accessible from the campus, or at a non-campus building or property location?
3. Is there a continuing danger or threat to the campus community?

Timely Warning determinations are made on a case-by-case basis and when the criminal

incident is considered a serious or ongoing threat to the campus community. An ongoing threat can be described as a criminal incident where the offender has not been apprehended and there is no apparent connection to the victim or where there is a likelihood that the offender may continue to harm the community.

Timely Warnings typically are issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter
- Aggravated Assault (Cases involving assaults among known parties, such as two employees fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger UTHealth Houston community.)
- Robbery involving force or violence (Cases including pick-pocketing and purse snatching



Campus Emergency Notification Devices dispatch UTPH officers to the location immediately. They're located throughout the UTHealth Houston campus.

typically will not result in the issuance of a Timely Warning, but will be assessed on a case-by-case basis.)

- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the OIC). All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning notice. Cases involving sexual assault often are reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community.
- Major incidents of Arson
- Kidnapping
- Other Clery Act crimes as determined necessary by the OIC

Timely Warnings may be issued for crimes beyond those required by the Clery Act at the discretion of the OIC, based upon factors that include the severity and on-going nature of the crime or crime pattern and the safety of our campus and community.

Warning Notice Content:

The OIC has the ultimate responsibility for writing and developing the content of Timely Warnings. The warning must contain sufficient information about the nature of the threat to allow the campus community to take action to protect itself. This may include:

- A concise statement of the incident
- Possible connections to previous incidents, when applicable
- Physical description of the suspect
- Photo/composite drawing of the suspect, if available
- Date and time the warning was released
- Other relevant and important information

In some cases, UTPH may need to keep certain facts of the incident confidential to avoid compromising its investigation.

Timeliness of the Warning:

Timely Warnings will be issued as soon as pertinent information is available, in a manner that withholds the names of victims as confidential and provides community members with information that may potentially prevent them from becoming victims of similar crimes.

Distribution:

Timely Warnings will be distributed in a manner reasonably likely to reach the entire campus community. The OIC will initiate the appropriate Timely Warning system(s) based on the circumstances.

UTHealth Houston uses email as the primary method of communication. Depending on the circumstances, any of the following methods, or combination thereof, may be used:

- UTHealth Houston’s text alert system, UTHealth Houston ALERT, Everbridge (notifications to certain devices/portals)
- Building PA systems
- Email
- [Emergency website](#)
- Internet and intranet sites

Anyone with information believed to warrant a Timely Warning and/or inclusion in the annual statistical disclosure is urged to promptly report the incident to UTPH at 713-792-2890 or in person at 7777 Knight Road, Houston, TX 77054.

Divisional Services and Programs



Raymond Gerwitz

Associate Vice President and Deputy Chief Security Officer, Risk Strategy and Operational Excellence



Charles Dunn

Senior Inspector and Police Legal Liaison, Police Professional Standards, Compliance and Workforce Development



Matt Slinkard

Associate Vice President, Assistant Chief of Police, Converged Threat/Risk Protection and Investigations



Paul Cross

Assistant Chief of Police, Uniformed Police Operations

OVERVIEW

UT Police at Houston (UTPH) applies a modern, collective approach to policing and security through its Combined Protection Model, a system that enables our employees to practice our core principles: prevention, preparedness, protection, and performance improvement.

With a focus on reducing communication barriers and reinforcing a teamwork approach, the Combined Protection Model aims to facilitate unity around a common cause: to promote an environment that is free of safety and security concerns, allowing excellence and innovation to safeguard the continuity of care, research advancements, and educational aspirations of the communities we serve.

The Combined Protection Model integrates the division's functional groups - Risk Strategy and Operational Excellence, Police Professional Standards and Compliance, Converged Threat/Risk Protection and Investigations, and Uniformed Police Operations - into five professional service lines: healthcare security, investigative services, police services, risk management and workplace violence prevention.

RISK STRATEGY AND OPERATIONAL EXCELLENCE

The Risk Strategy and Operational Excellence (RSOE) component of UTPH positions the division to meet future challenges and opportunities. RSOE employs innovative approaches to manage unified risk, adopt modern police strategies and practices, conduct institutional outreach, and reduce internal and external communication barriers. It leverages institutional partnerships, multidisciplinary teams, communicative endeavors, data-driven metrics analysis, and collaborative personnel projects to assess risk and attain operational efficiency.

RSOE oversees the division's strategy development and execution, evidence and supply coordination, community

outreach, technology governance, and values-based metrics for data-based implementation and program value assessment. RSOE prepares, administers, and reports on financial operations of UTPH. It also facilitates important human resources functions such as compensation, promotions, employee performance tracking, family medical leave compliance, employee recognition, school and travel approvals, and work-related reimbursements.

Functions of RSOE consist of the Workplace Violence Prevention Program; Financial Planning and Operational Excellence; Risk Protection Services (i.e., Risk Operations Center (Technology), Risk Protection Operations, Risk Preparedness Services); and

Uniformed Security Operations.

The Workplace Violence Prevention Program develops initiatives to provide workplace violence prevention awareness presentations and training to workforce members and students. Its offerings aim to bolster awareness by informing participants on how to identify concerning behaviors and report them, encouraging individuals to speak up when they observe behaviors of concern, and promoting the adoption of institutional safety policies, standards and expectations.

Financial Planning and Operational Excellence consists of the Community Relations team, the Property and Evidence team, and professionals in strategic planning, financial planning and analysis, and

While our team is dedicated to providing safety and security for our community, we also recognize the importance of taking care of one another. During a Self-Care Day focused on wellness, resilience, and team connection, employees enjoyed pet therapy and stretching activities that encouraged personal well-being, stress relief, and stronger workplace relationships.



human resources partnerships.

The Community Relations team connects our division with the institution we serve and the community at large through strategic communications, digital engagement, and awareness programs. An integral part of the outreach endeavor is providing an array of safety presentations, resources, and prevention programs for workforce members and students.

Property and Evidence oversees fleet maintenance and asset accountability. This team is the custodian of institutional property and is responsible for property inventory. The team oversees all evidence collected by our law enforcement teams to ensure it is accounted for, contained, controlled, and, ultimately, disposed of in accordance with criminal justice requirements.

The Risk Protection Services function oversees the specialized technology needs of the division that support a secure environment through its Risk Protection Operations and Risk Preparedness Services units.

Risk Protection Operations oversees the badge access and video management systems. This function ensures controlled access to buildings, properties, and operations within restricted or security-sensitive areas. The team works closely with the institution's Human Resources team to ensure that workforce members receive authorized access upon hire and, upon transfer or separation, have access modified or revoked.

Risk Preparedness Services helps protect people, facilities, and assets by conducting threat and risk assessments, supporting security planning and design, and managing electronic security and access control systems. This team of design specialists evaluates new construction and renovation projects, and authors and implements the standards and specifications of electronic security and access controls systems. It conducts risk assessments to identify assets, security threats and vulnerabilities in security systems and operations, prioritizes risks, and provides recommendations for mitigation. The technical support services team provides technical support for the planning, installation, and maintenance of electronic security and access management systems. It also provides performance testing of devices.

The team's technology responsibilities include the operational readiness of the ROC, and the proper and continuous availability of radio systems, law enforcement technologies, and data communications. The team works in tandem with institutional partners, county officials, and vendors to ensure integrity and work continuation through technological updates and changes in regional telecommunications operations.

The Uniformed Security Operations team consists of non-commissioned public safety officers who help maintain a safe and secure environment throughout the institution. Officers provide security coverage through fixed posts and mobile patrols, while monitoring

activities, responding to incidents, and serving as a visible presence across campus.

In addition to routine security operations, the team supports emergency preparedness and response efforts, provides after-hours campus safety transportation, manages found property and patient valuables, conducts entrance screening, and assists with security for special events. Officers also perform preventive interior and exterior patrols and respond to alarms and security-related incidents to help ensure the safety and well-being of workforce members, students, patients, and visitors.

The UTPH Risk Operations Center (ROC) is responsible for the public safety and security operational communication functions within the division. Those functions include radio communications, telephone communications, teletype and automated data communications, as well as the monitoring of institutional fire alarms, hospital medical emergency activations, campus alarms, badge access and Code Blue response calls. As part of its threat risk monitoring and communication responsibility, the ROC issues emergency notification alerts on behalf of UTHealth Houston. As an integral part of our Combined Protection Model, the ROC also coordinates virtual and physical escorts, and escorts and provides real-time support for other department division programs. The technology support function for this team is under the purview of Risk Strategy and Operational Excellence.

POLICE PROFESSIONAL STANDARDS, COMPLIANCE & WORKFORCE DEVELOPMENT

The Professional Standards, Police Compliance, Legal Liaison, and Workforce Development section is an integrated group dedicated to recruit, select, develop, support, and retain our personnel with policy, training, professional standards and regulatory obligations. This section consists of the Office of Public Integrity Unit (OPI), Legal Liaison, Accreditation & Best Practices, Police Records & Clery Compliance, and Recruitment & Retention, Background Investigations and Workforce Development.

This section reinforces public trust by ensuring agency accountability of sworn and civilian personnel by overseeing the investigations of complaints, police records, accreditation, and the recruitment and retention of employees. It ensures the quality of training and investigative services provided to our communities are of the highest standard and align with the division's core values and national benchmark measures for police agencies.

OPI addresses personnel issues proactively by monitoring disciplinary and corrective actions to enable early intervention. This unit investigates allegations of misconduct, criminal offenses, and employment compliance complaints, including complaints alleging substantive misconduct and conduct that violates the division's policies and core values.

Security Sensitive Investigations Specialists conduct security sensitive background investigations for certain UTHouston new hires, transfers, promotions, and all contingent workers. The

team ensures thorough security investigations and verifies the backgrounds of individuals holding these roles across our campus community.

The Legal Liaison serves as a key resource to leadership on legal, regulatory and legislative matters. This role includes collaborating closely with institutional partners on shared issues and priorities, coordinating with the UT System Police legal team, and monitoring legal and legislative developments that may affect UTPH and UTHouston. The legal liaison also advises leadership on legal considerations, helping inform decision-making and advance institutional priorities.

The Accreditation & Best Practices unit functions as the division's gatekeeper of policies and manages efforts to maintain the division's accreditations and compliance with best practices following the Commission on Accreditation for Law Enforcement Agencies (CALEA), International Association for Campus Law Enforcement Administrators, and the Texas Police Chiefs Association's Texas Law Enforcement Best Practices Recognition Program.

The Police Records & Clery Compliance unit oversees the integrity of records management. This unit ensures that all divisional statistical data is accurate and appropriately documented and that such data, including Clery data, is accessible to the public and the criminal justice system, consistent with all applicable laws. It manages and controls all legal processes submitted to

UTPH, such as subpoenas, writs, warrants, open records requests, criminal report reviews, records maintenance (criminal, training, and personnel), records retention, records retrieval, forms control, and regulatory and statutory records compliance.

The Police Records & Clery Compliance unit also is responsible for submitting annual reports to the U.S. Department of Education (the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act), the U.S. Department of Justice (Federal Bureau of Investigation Uniform Crime Reporting Program), the UT System Police Annual Report, and other reports required or requested by UTHouston.

The Recruitment & Retention unit leads recruitment efforts to secure top talent and ensure long-term retention of the most qualified individuals. This unit recruits talent, facilitates screening and selection processes, organizes interviews and interview panels, and coordinates human resource activities with UTHouston's Human Resource team.

The Workforce Development team ensures UTPH personnel are prepared and trained to meet the agency's needs for the future. This team maintains records and compliance reporting of licensee training to the UT System Office of the Director of Police and the Texas Commission on Law Enforcement and ensures that officers complete required training programs. The team also selects program instructors and evaluates the training programs.

CONVERGED THREAT/RISK PROTECTION & INVESTIGATIONS

The Converged Threat/Risk Protection & Investigations unit provides effective and supportive intervention of behaviors of concern and gathers evidence to solve crimes.

Threat management investigators receive specialized training in interviews, interrogation, behavior recognition, behavior intervention processes and techniques, workplace violence, violent behavior indicators, and intelligence and background investigations, depending on their assignment.

The Threat Management Team collaborates with the institutional multidisciplinary Behavioral Intervention Teams (2-STOP and Employee Assistance Programs,) and serves as the rapid response portion of both intervention teams. The Threat Management Team gathers, processes, analyzes and disseminates criminal intelligence to proper units within the division.

The Criminal Investigative team is responsible for criminal follow-up investigations, juvenile investigations, fraud

investigations, computer forensics, crime scene investigations, and liaising with partner agencies to solve crimes. This team also partners with institutional compliance and other regulatory groups on a variety of internal and external investigations. Criminal investigators receive specialized training in interviews, interrogation, fraud, juvenile, and forensics or computer investigations, depending on their assignments.

Lieutenant Raul Tenorio, Lieutenant Eduardo Rodriguez, Inspector Covell Johnson, and Captain Justin Taylor gather for a photo following the 2026 Promotions and Awards Ceremony.



UNIFORMED POLICE OPERATIONS

The Uniformed Police Operations consists of commissioned officers who protect the campus and ensure thorough investigations of criminal activity.

UTPH officers serve UTHHealth Houston. The Uniform Police Operations - Emergency Management, Special Events and Executive Protection team is made up of two distinct functional areas. Emergency Management and Special Events oversees mitigation of risk at large institutional events, weather and disaster emergency management preparation, business continuity, special response, and high-risk source protection for the division.

The Executive Protection team mitigates risk for the institutional brand, institutional or visiting executives, and patients of prominence. Uniformed Police Operations utilizes industry standard tools and techniques to respond to and investigate crime and disorder on campus, and to actively prevent problems before a crime occurs. This focus on prevention is through an individual health and institutional wellness approach to threat management.

As part of the division's Combined Protection Model, Uniformed Police Operations services include the following:

- Emergency preparedness and emergency response
- All-hazards risk management
- The Joint Commission's Environment of Care and Emergency Management standards
- Special event coordination

- Emergency motorist assistance; vehicular and pedestrian traffic control and enforcement
- Frontline field investigations
- Noncriminal fingerprinting
- Community town halls

Periodic reviews of the Uniformed Police Operations structure and staffing are utilized as a continuous improvement program incorporating risk-based analysis to meet the changing law enforcement needs of our campus community.

UTPH partners with federal, state, county and local criminal justice agencies to exchange criminal intelligence information, as well as to serve as a member of the Joint Terrorism Task Force while maintaining a close relationship with the area fusion center.

The Executive Protection Model is a strategically layered, intelligence-driven framework designed to safeguard designated individuals from physical, digital, reputational, and operational risks, ensuring their safety and organizational resilience. Grounded in national and international best practices, the model takes a proactive approach to protection, reducing risk before incidents occur, and supporting uninterrupted operations.

It integrates six core pillars—Close Protection, Physical Security, Digital Privacy Protection, Protective Intelligence, Event and Travel Security, and Crisis Management—into a unified methodology for comprehensive risk management. The Executive Protection Model is a collaborative

system designed to enhance coordination, responsiveness, and safety. Each pillar works with institutional partners, leadership, legal, HR, communications, cybersecurity, and the UTPH. The Combined Protection Model adds threat assessment, proactive mitigation, and rapid incident response.

The model prioritizes intelligence sharing, real-time threat assessment, and proactive mitigation to enable early detection and rapid response, reducing impact and safeguarding executives and institutions.

About the Institution We Serve

UTHealth Houston



Established in 1972 by The University of Texas System Board of Regents, The University of Texas Health Science Center at Houston (UTHealth Houston) is Texas' resource for healthcare education, innovation, scientific discovery, and excellence in patient care.

One of the most comprehensive academic health centers in the nation, UTHealth Houston is home to Cizik School of Nursing, McGovern Medical School, McWilliams School of Biomedical Informatics, and schools of biomedical sciences, dentistry, public health, and behavioral health sciences.

As a comprehensive academic health center, the mission of

UTHealth Houston is to educate health science professionals, discover and translate advances in the biomedical and social sciences, and model the best practices in clinical care and public health.

Patient care facilities include the UTHealth Houston Behavioral Sciences Campus, which consists of the UTHealth Houston Harris County Psychiatric Center and the John S. Dunn Behavioral Sciences Center at UTHealth Houston. The combined facilities are the leading provider of inpatient psychiatric care in Houston, serving more than 10,000 children, adolescents, and adults each year while training the next generation of behavioral health specialists.

More than 2,000 health care professionals also provide quality, compassionate care at UT Physicians, the clinical practice of McGovern Medical School; UT Dentists, the clinical practice of the School of Dentistry; and UT Health Services, the clinical practice of Cizik School of Nursing.

The university's primary teaching hospitals are Memorial Hermann-Texas Medical Center, Children's Memorial Hermann Hospital, and Harris Health Lyndon B. Johnson Hospital.

For more information, visit www.uth.edu.



Public Safety Programs and Services

Security Awareness and Community Outreach Programs

One of the essential elements of any successful crime prevention program is an informed public. It's the intent of UTPH to inform workforce members and students of good crime prevention and security awareness practices. UTPH offers several safety programs to reduce or minimize the risk of becoming a victim of crime. UTPH believes the actions and awareness of the workforce members and

students on the UTHealth Houston campus are the best methods to eliminate the opportunity of potential crime.

All safety presentations encourage workforce members and students to be responsible for their own security and the security of others. Participants in these programs are asked to be alert, security-conscious and involved, and to call UT Police to report suspicious activity and behavior.

Safety presentations are regularly offered to all workforce members and students, with presentation

schedules announced through [our divisional website](#) and through our community newsletter KnightLine. In partnership with UTHealth Houston, presentation announcements may also be included in internal communications channels such as the intranet and internal newsletters.

Departments and work groups within UTHealth Houston also can request safety presentations by contacting Community Outreach at 713-563-7794 or utphoutreach@uth.tmc.edu.

Conflict in Relationships: Breaking the Cycle of Abuse

The course familiarizes attendees with Texas laws associated with family violence, dating violence, sexual assault and stalking. Guidance is provided on how to recognize the signs of intimate partner violence, the significance of early action and reporting options. (One-hour course; yearly)

Don't Fall For It: Identity Theft Awareness

The course teaches attendees about various kinds of identity theft, ways to protect against identity theft and the impact identity theft can have on its victims. The course also discusses action steps and resources for identity theft victims. (One-hour course; ad hoc)

General Safety: Bomb Threat Response Guidance

The course provides general safety tips on steps to take when receiving a bomb threat, completing the Bomb Threat Checklist, and reporting suspicious behavior. (15-min course; ad hoc)

Don't Fall For It: Scams and How to Spot Them

The course familiarizes attendees with Texas laws associated with common scams. Guidance is provided on how to spot scams, tips to protect yourself and how to report a scam. (One-hour course; quarterly)

General Safety: Bicycle and Pedestrian Safety

The course teaches attendees about the importance of being safe while walking, driving in your car or riding your bike. This course aims to increase awareness and understanding of safety issues and compliance with traffic laws and regulations related to pedestrians and bicyclists. (30-min course; ad hoc)

General Safety: General Campus Safety

The course provides general safety tips on how to minimize the risk of being a potential target or victim, and community resources that aim to curtail crime. (One-hour course; monthly)

General Safety: Holiday Safety

The course provides safety tips on how to minimize the risk of being a potential target or victim during the holiday season. (15-min course; yearly)

General Safety: Parking Lot and Garage Safety

The course offers general safety advice to reduce the risk of being targeted or victimized, along with resources designed to help prevent crime in parking lots and garages. (30-min course; ad hoc)

General Safety: Travel Safety

The course provides guidance and best practices for safe travels. The individual will learn how to pack, increase their security during hotel stay, avoid scams and minimize the risk of being a potential target. (One-hour course; ad hoc)

NEDECM: Non-Escalation, De-Escalation, and Crisis Management*

This course focuses on predicting and preventing conflict (non-escalation), reducing challenging behaviors before they become violent (de-escalation), and interacting with people who have lost their ability to make safe decisions and control their behavior due to cognitive challenges or mental illness (crisis management). (Two-hour course; monthly)

*Contact the Workplace Violence Prevention Program team to learn more at wpvp@mdanderson.org.

Speaking Up: Breaking the Silence on Sexual Violence

This presentation examines the impacts of sexual violence and outlines protective factors to help prevent it. (One-hour course; yearly)

Stop the Bleed

Massive bleeding from any cause, but particularly from an active shooter or explosive event where a response is delayed, can result in the loss of life. Similar to how the general public learns and performs CPR, this class aims to teach proper bleeding control techniques, including how to use your hands, dressings, and tourniquets. (Two-hour course; ad hoc)

Weather the Storm: Resilience in Unfavorable Weather Conditions

The presentation covers staying safe before, during, and after a severe weather emergency. It includes different types of hazardous weather conditions and ways to take action. (One-hour course; biyearly)

FOR ADDITIONAL
QUESTIONS REGARDING
SAFETY PRESENTATIONS
AND CRIME PREVENTION
EFFORTS, CONTACT UTPH
COMMUNITY OUTREACH
AT 713-563-7794.

ACTIVE SHOOTER PREPAREDNESS PROGRAM

Active Shooter Prevention and Response/Behaviors of Concern

The course provides workforce members and students with critical guidance on how to recognize and survive an active shooter situation. The course helps attendees identify behaviors of concern that may signal the need for intervention to prevent a violent incident from occurring. With an emphasis on providing people in duress the support services they need, the course also provides information about the institutional resources available and the 2-STOP program. UT Police also offers Active Shooter Prevention and Response training for clinical staff emphasizing Avoid, Deny, Defend in a patient care setting. (One-hour course; monthly)

Unit-Based Active Shooter Exercises

The exercise focuses on preparing clinical staff for hostile intruder scenarios. (20-minute course; ad hoc)

Limited Scale Active Shooter Exercises

This exercise is to prepare responders and care team members in case of an emergency. It highlights how to respond to officers navigating the hallways and identifying danger. (Varies; ad hoc)

Safety Measures and Assistance

UTPH is responsible for the physical protection of workforce members, students, visitors, and assets, across UTHealth Houston. UTPH employs a protection framework that includes law enforcement, public safety professionals, and risk/threat professionals, as well as security

policies and procedures, and technological countermeasures.

The division's security measures are layered in a Combined Protection Model to provide consistent, overlapping protection at all levels of the institution. UTPH works in conjunction with Human

Resources to ensure workforce members undergo background reviews and vetting prior to joining the institution.

Reporting Crimes and Other Emergencies

UTPH takes reports of crimes by either dispatching an officer to the victim or by encouraging the victim to report to UTPH headquarters to file an incident report. All reported crimes are reviewed by UTPH and may become a matter of public record. UTPH investigates all reports made in accordance to the alleged crime. UTPH works in conjunction with other law enforcement agencies or fire departments if their assistance is required or necessary to investigation an alleged crime. In the event of a sexual assault or rape, staff on the scene, including UTPH, will offer the victim services specific to this type of crime.

Identification Badges

Workforce members and students are required to have an UTHealth Houston ID badge in their possession and display it on their person while on our campus. UTHealth Houston ID badges are integrated into the electronic access control system. Persons on campus without a badge, especially those in a restricted or security sensitive area, are subject to additional questioning and verification of their reason to be in that space by any UTHealth Houston employee. Business visitors in select buildings are required to obtain a visitor's badge from the institution's Welcome Ambassadors or Public Safety Officer.

Public Safety Officers

UTPH Public Safety Officers patrol UTHealth Houston buildings and properties at fixed posts, on foot, on bike patrol, and in marked vehicles. While at fixed posts at strategic entry positions, public safety officers screen persons entering UTHealth Houston facilities and challenge persons in restricted areas without appropriate identification. Through observation and patrol, public safety officers safeguard workforce members and students and institutional property and identify security issues. Their high visibility deters crime and promotes greater interaction with the community.

Field Training Officers are leaders and mentors, providing field instruction, guiding new trainees, and ensuring professionalism and readiness across the Uniformed Security Operations team.



Access to Campus Buildings, Properties and Facilities

The buildings' purpose and security posture will determine how access into the building occurs. Generally, clinical campus buildings, properties and facilities are accessible to members of the campus community, patients and visitors during normal business hours, Monday through Friday. Access to administrative and research buildings, or most buildings after hours by workforce members or students is available only with a UTHealth Houston ID badge in accordance to access control permissions.

Access to authorized areas is managed by UTPH through a network of Area Approval Authorities (AAAs) responsible for specific electronically controlled spaces. The access control system consists of over 7,000 card readers that control these areas and is supported by the UTPH security surveillance system for camera monitoring and recording. Sensitive areas are monitored for unauthorized access via intrusion detection sensors. Access control programming is managed by the UTPH Risk Protection Operations team. For questions about building, property and facility access at UTHealth Houston, call 713-792-8690 or email badgeaccess@uth.tmc.edu.

Access to campus housing is controlled through individually issued keys and monitored 24 hours a day. Security cameras placed throughout campus housing are monitored via PC in the guard shack located at the front gate of campus housing. Guards also control gated access to campus housing.

Ground Safety and Maintenance

UTHealth Houston utilizes the concept Crime Prevention Through Environmental Design (CPTED), which maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. It focuses on outdoor lighting that illuminates campus pathways and building or property entrances. Efforts are made to trim shrubbery and trees to minimize shadowed areas. Reports of any related safety concerns can be directed to UTPH at 713-792-2890.

Emergency Notification Devices

Emergency 'direct-ring' telephones are located throughout the campus and in parking garages on campus. Emergency telephone pedestals and wall-mounted emergency telephones can most easily be identified by its blue lights and are clearly marked "Emergency." When an individual presses the red alert button, they can speak directly to the UTPH Risk Operations Center (ROC). If necessary, the ROC will dispatch an officer or emergency team to respond. In addition, pull stations and emergency panic buttons are available across campus and immediately notify the ROC when activated.



Emergency Notification Devices connect directly to our Risk Operations Center.

Bias-Based Profiling

Racial profiling is specifically prohibited in Texas under the provisions of the Criminal Code of Procedure Article 2B.0052. UTPH officers are prohibited from engaging in bias-based profiling in traffic contacts, field contacts and in asset seizure and forfeiture.

Those who believe they've been stopped or searched based on racial or bias-based profiling, should direct complaints to UTPH at 713-792-2890 or UTPHIA@uth.tmc.edu.

All complaints determined to warrant an investigation will be investigated in a thorough and timely manner. If racial or bias-based profiling occurs and is proven in sustained complaints, corrective action including termination of employment and criminal prosecution may result. If bias-based profiling behaviors are suspected, early intervention to correct such behavior may be appropriate and could include counseling, training and education.

The UT System Office of the Director of Police publishes [Racial Profiling Analysis reports](#).

Voluntary Confidential Reporting and Anonymous Reporting

If you're the victim of a crime and don't want to pursue action within UTHHealth Houston's system or the criminal justice system, you may still want to consider making a voluntary and confidential report to UTPH. With your permission, a UTPH officer can file a report on the details of the incident without revealing your identity. Confidential reports will comply with your desire to keep the matter confidential while giving UTPH the ability to take steps to ensure the future safety of yourself and others. Confidential reporting allows the institution to keep an accurate record of the number of incidents involving workforce members, students and visitors; determine where there is a pattern of crime with regard to a particular location, method or assailant; and alert the campus community to potential danger. To file a confidential report, contact UTPH at 713-792-2890 or UTPHIA@uth.tmc.edu.

UTPH gathers reports of Clery Act reportable crimes for inclusion in the Annual Security Report (ASR) from Campus Security Authorities (CSAs) and local law enforcement agencies. Pastoral and professional

counselors, when acting as such, are not considered CSAs, but as a matter of policy, they are encouraged, if and when they deem it appropriate, to inform persons being counseled on the procedures to report crimes on voluntary basis for inclusion into official responses by law enforcement and inclusion into the ASR.

Individuals can also report anonymously at <https://go.uth.edu/compliance-hotline>, or via email to compliance@uth.tmc.edu.

Reports of this nature will be honored to the extent permitted by state law, criminal investigatory requirements and institution proceedings. These anonymous reports are counted and disclosed in the crime statistics for UTHHealth Houston, but, as with all other crimes included in the ASR, no personally identifiable information is disclosed or included.

UTHHealth Houston also offers a compliance hotline (833-222-0056 (English) and 800-216-1288 (Spanish)) to report suspected violations or questionable conduct. All discussions and reports to the compliance hotline are treated confidentially and may be made anonymously.

Reporting Emergencies

Police, fire or medical emergencies can be reported by:

- Dialing 911 from any campus telephone.
- Dialing 911 from a pay phone or cell phone. The call is answered by the Houston Emergency Center and will be routed to the appropriate emergency resource (police, fire or EMS).
- Using one of the Emergency Notification Devices located throughout campus.

When calling 911 while on campus, advise 911 that you're calling from UTHHealth Houston.

When calling 911 while off-campus, emergency assistance will be directed to the nearest local law enforcement agency that has jurisdiction.

Remember to always provide your name, phone number and location. When possible, provide your exact location, as the operator may not recognize UTHHealth Houston building and property names or acronyms. Describe the incident clearly and accurately, and allow the dispatcher to end the call. Don't hang up.

Reporting Non-Emergencies

Non-emergency reports should be directed to UT Police at 713-792-2890.

Reporting Criminal Activity

All faculty, staff, students and community members are strongly urged to immediately report criminal activity, violence, threats of violence, hate- or bias-motivated incidents and all suspicious activity or persons to UTPH at 713-792-2890 and to local law enforcement agencies. See [HOOP Policy 87, Reporting Criminal Activity to Campus Police](#).

CALEA Public Comment Portal

A [CALEA Public Comment Portal](#) provides an opportunity to share feedback specifically related to UTPH's compliance with CALEA accreditation standards.

Public Safety Officer Harold O'Bryant greets members of the community while on duty. He exemplifies the service, support and commitment that help create a safe and welcoming environment for everyone.

Submitting a Complaint

UTPH is committed to providing the university community with the highest quality of police services. Therefore, we take allegations of misconduct or inadequate service very seriously. UTPH will investigate all allegations thoroughly to resolve complaints in a fair and unbiased manner. Complaints may be submitted through the UTPH website, www.utph.org, via email to UTPHIA@uth.tmc.edu, or by phone at 713-792-2890.



Campus Security Authorities

The Clery Act defines Campus Security Authorities (CSA) as:

- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or campus security department.
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- Any official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

The Clery Act recognizes certain individuals and organizations, including campus police and security departments, CSAs, as responsible for handling crime reports. While it is highly recommended to report crimes

and emergencies directly to UTPH at 713-792-2890 or to 911, incidents may also be reported to other CSAs, including the Dean of Students, Director of University Housing, Human Resources, Title IX Coordinator, Faculty Advisors, and officials overseeing student and campus activities. Additionally, crimes may be reported voluntarily and confidentially through the [Compliance Hotline website](#), call 800-846-0632 (for English and Spanish speaking), or send an email to compliance@uth.tmc.edu.

A complainant may also make a confidential statement to the Director of UTHealth Houston Student Counseling Services (713-500-5171) or any of the counselors in the counseling office. These officials are exempt from disclosing identifying information to the UTHealth Houston Clery Compliance Coordinators (except by law in cases where there is an immediate threat to the safety of an individual, other persons, children, or the elderly) because

of their function within the scope of their professional license or certification as a counselor. These officials also encourage complainants to report crimes on a voluntary, confidential basis for inclusion in annual crime statistics.

CSAs are responsible for reporting to UTPH those allegations of Clery Act reportable crimes that are reported to them in their capacities as CSAs. CSAs are not responsible for determining authoritatively whether a crime took place, or trying to apprehend the alleged perpetrator of the crime—that is the function and responsibility of UTPH. Furthermore, CSAs should respect a victim's decision regarding contacting law enforcement and must refrain from trying to convince them to do so if they decline.

A comprehensive list of UTHealth Houston's CSAs may be found online at: www.utph.org/reports/UTHealth-Houston-CSAs.pdf.

UTHealth Houston	7000 Fannin Street Houston, TX 77030	713-500-4472
	Office of Legal Affairs	713-500-3268
	Office of the President	713-500-3010
	Human Resources	713-500-3130
	Institutional Compliance	713-500-3294
	Compliance Hotline	800-846-0632
	Title IX and Clery Act Coordinator	713-500-2255
	Margaret McNeese, MD	713-500-5167
	Deana Moylan	713-500-3279

Cizik School of Nursing	6901 Bertner Ave. Houston, Texas 77030	713-500-2100
	Office of the Dean	713-500-2002
	Academic Affairs	713-500-2060
	Student Affairs	713-500-2100
McGovern Medical School	6431 Fannin St. Houston, Texas 77030	713-500-5010
	Office of the Dean	713-500-5010
	Student Affairs	713-500-5116
McWilliams School of Biomedical Informatics	7000 Fannin St. Houston, Texas 77030	713-500-3900
	Office of the Dean	713-500-3900
	Academic Affairs	713-500-3591
School of Behavioral Health Sciences	1941 East Road Houston, TX 77054	713-486-8824
	Office of the Dean	713-486-8824
	Academic Affairs	713-486-2795
	Student Affairs	713-500-9171
School of Dentistry	7500 Cambridge St. Houston, TX 77054	713-486-4000
	Office of the Dean	713-486-4021
	Academic Affairs	713-486-4151
	Student Affairs	713-486-4151
School of Public Health - Austin	1836 San Jacinto Blvd, Suite 510 Austin, Texas 78701	713-500-9050
	Office of the Dean	512-391-2510
	Academic Affairs	713-500-9032
	Student Services	713-500-9032
School of Public Health - Brownsville	780 Ringgold Road Brownsville, Texas 77030	713-500-9050
	Office of the Dean	956-755-0600
	Admissions and Alumni Affairs	713-500-9032
	Rio Grande Valley Police	956-882-7777
School of Public Health - Dallas	2777 N Stemmons Dallas, Texas 75207	713-500-9050
	Office of the Dean	972-546-2924
	Student Affairs	713-500-9032
	UT Southwestern Police Department	214-648-8311

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Campus Security Authorities

UTHealth Houston, continued from page 27

School of Public Health - El Paso	5130 Gateway Blvd El Paso, Texas 79902	713-500-9050
	Office of the Dean	915-975-8514
	Admissions and Alumni Affairs	713-500-9032
	UT El Paso Police Department	915-747-5611
School of Public Health - Houston	1930 Old Spanish Trail Houston, Texas 77054	713-500-9050
	Office of the Dean	713-500-9000
	Academic Affairs	713-500-9032
	Student Affairs	713-500-9032
School of Public Health - San Antonio	7411 John Smith Dr #1100 San Antonio, TX 78229	713-500-9050
	Office of the Dean	210-276-9022
	Student Services	713-500-9032
	UTHealth San Antonio Police Department	210-567-2800
The University of Texas MD Anderson Cancer Center UTHealth Houston Graduate School of Biomedical Sciences	6767 Bertner Ave. Houston, Texas 77030	713-500-9850
	Office of the Dean (UT MD Anderson)	713-500-9880
	Office of the Dean (UTHealth Houston)	713-500-9880
	Academic and Student Affairs	713-500-9850

Safety Tips

Participate in Your Safety

If you see any suspicious persons or vehicles, contact UT Police at Houston (UTPH) immediately at 713-792-2890.

Trust your instincts. If you feel uncomfortable in a place or situation, leave right away.

UTPH offers safety escorts services to UTHealth Houston workforce members and students who would like a public safety officer to accompany them to their destination. Operating from sunset to sunrise seven days a week, this

service provides escorts to and from locations owned or operated by UTHealth Houston and UT MD Anderson in the Texas Medical Center, including parking garages and lots. To request a courtesy escort, call the UTPH Risk Operations Center at 713-792-2890. Call ahead when possible, as wait times may vary depending on staffing levels.

Protect Yourself at Work

Lock your office door every time you leave, even for short trips down the hall. Secure your office and your belongings.

Require identification before admitting someone unfamiliar into your room or office.

Ensure easy access to emergency numbers for urgent assistance.

Be cognizant of your surroundings, especially if you're alone or it's dark.

Avoid using mobile devices while walking to your vehicle or office.

Keep your distance and do not approach if someone in a vehicle asks for directions.

Keep your ID badge visible and avoid letting unauthorized people into a secured area.

Leave right away if you feel uncomfortable in a place or situation.

Don't walk alone at night. Stay in lighted walkways or call UTPH to request an escort to your vehicle.

Keep emergency numbers near your work phone and save them in your cell phone's address book.

Protect Yourself as You Travel

Be cognizant of your surroundings and the people around you, especially if you're alone or it's dark.

Keep vehicles locked, park in well-lit areas, and never leave a vehicle running unattended. Criminals often target dark or isolated locations.

Stay aware of your surroundings, particularly when alone or after dark. Avoid walking or running alone at night.

Use well-lit routes and avoid shortcuts or areas with minimal foot traffic whenever possible. Avoid using headphones, cell phones or other mobile devices while walking, driving or jogging.

If someone in a vehicle stops and asks for directions, answer from a distance. Don't approach the vehicle.

Hold your bags or backpacks close to your body. Keep your wallet in a front, buttoned hip or inside coat pocket.

Choose a quality and suitable antitheft device to secure your bike/scooter with a lock to an immovable object.

Register your bike/scooter, consider installing a GPS tracker, and activate any built-in security features.

Do not engage with an angry driver. Avoid eye contact or responding verbally or with gestures. Put distance between you and the other driver.

Use more than one anti-theft device, such as steering wheel lock or an alarm system.

Protect Yourself in Social Situations

When dating someone you're newly acquainted with, tell people you trust about your date location and expected time of return.

Go out in groups or engage in social situations where you don't have to be alone with one person.

Drive yourself to the destination and carry extra money in case you need to get home on your own.

Remember that alcohol impairs your decision-making abilities and ability to communicate.

If you feel uncomfortable, there's probably a reason. It's better to do something you may consider rude than to remain in a dangerous situation.

Bystander Intervention

During the new student and employee presentations, the Deputy Title IX Coordinator provides both in-person and virtual bystander intervention strategies to illustrate how to prevent harm or intervene safely. A bystander is someone other than the victim who is present during an incident of harassment, discrimination, or sexual assault (including stalking, dating violence, or domestic violence).

Bystander interventions are safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking.

Bystander intervention includes:

- Recognizing situations of potential harm;
- Understanding institutional structures and cultural conditions that facilitate violence;
- Overcoming barriers to intervening;
- Identifying safe and effective intervention options; and
- Taking action to intervene. Courses offered to develop and

refine these skills are listed on can be found on the UTPH [website](#).

Protect Your Property

Keep your vehicle locked at all times, park in well-lit areas and don't leave your vehicle running while unattended.

Don't leave valuables — including wallets, purses, cell phones, tablets, medications, or gift cards — in plain view.

Avoid placing valuables or shopping bags in the trunk after parking. Secure them before arriving at your destination.

Avoid displaying or giving the appearance of carrying valuable items, such as cell phones or money. Don't display cash openly, especially when leaving an ATM machine.

Record the serial numbers and model numbers of your valuables and store them in a safe location. Mark your valuables with an identifying number, such as a driver's license, that can be traced back to you in case the item is stolen/recovered.

Think twice before fighting and don't approach or confront a thief. Protect yourself above protecting any possessions or property. Property can be replaced — your life can't.

Protect Our Buildings

Maintaining a secure work and educational environment is in the hands of each and every individual who works, studies or visits UTHealth Houston. Display your ID badge at all times and be attentive to prevent anyone from following you into a secured area after you've used your ID badge. Any employee encountering an unknown person without proper ID in a non-public area should offer assistance. If the employee has any doubt as to the person's response or demeanor, notify UTPH at 713-792-2890 or alert a public safety officer. Don't allow someone in if they don't belong.

Missing Student Notification

UTHealth Houston takes the safety of their community members very seriously. Any individual who has information that a student may be missing should immediately report that information to authorized persons, organizations, or UT Police at Houston (UTPH). The authorized persons or organizations include the Dean of the student's respective school, the Office of Student Affairs (or comparable department of the student's respective school,) the Director of University Housing at 713-500-8400, and UTPH at 713-792-2890. Such reports should include whether the student has been missing for more than 24 hours.

It's required that a missing person report be immediately referred to UTPH. UTPH will alert other local law enforcement agencies as it deems appropriate or necessary during the course of its investigation.

A student will be deemed missing upon the receipt of a credible missing person report as outlined in [HOOP Policy 207, Missing Student Notification](#). The institution will initiate its missing student notification procedures as soon as a student is determined to be missing, and no later than 24 hours after that determination, in accordance with [HOOP Policy 207, Missing Student Notification](#). Students will also be considered missing immediately if their absence has occurred under circumstances that are suspicious or cause concerns for their safety. Once a determination has been made that a student living in on-campus student housing is missing, the institution will notify local law enforcement within 24 hours. The only exception is when it is the same law enforcement agency that made the determination.

Before presuming that a student is missing, reasonable measures should be taken to determine whether or not the student is at

their place of residence or other normal location and whether anyone familiar with the student has seen or heard from the student recently or is aware of their whereabouts.

All students residing in on-campus student housing facilities have the option of identifying a "confidential contact person" who will be notified within 24 hours if the student is determined to be missing, in accordance with [HOOP Policy 207, Missing Student Notification](#). Students may register the identity of a confidential contact person with the office of the Director of University Housing, during normal business hours. The contact information for the confidential contact person will be kept confidential, accessible only to authorized campus officials and law enforcement agencies and it may not be disclosed except to law enforcement personnel in furtherance of the missing student investigation.

When a student is reported and deemed missing, UTPH will:

- Investigate to determine the validity of the missing person report,
- Make a determination as to the status of the missing student,
- Contact the appropriate university personnel,
- Notify any other appropriate outside law enforcement agencies within 24 hours after determining that the student is missing,
- If the missing student is under the age of 18 and is not an emancipated individual, notify the student's custodial parent or guardian listed in the records of the university within 24 hours of determining that the student is missing,
- Identify the missing student's emergency contact within 24 hours,
- Investigate and attempt to locate the missing student. If the student's disappearance is being handled by an outside law enforcement agency, UTPH will assist that agency.

When filing a missing student report, provide as much information as possible regarding the missing student, including:

- Physical description,
- What the student was wearing when last seen,
- Where the student was last seen,
- What physical condition the student was in when last seen,
- If the student was driving or has a vehicle and its description,
- Any information related to medical or special conditions.

A Note:

UT Police provides all updates to the university's Director of University Housing, who in turn notifies all parties previously contacted and will advise them of the status in a timely manner, in accordance with [HOOP Policy 207, Missing Student Notification](#).

Individuals may also report a missing student to the dean or the Office of Student Affairs (or a comparable department) of the student's respective school of discipline or to the Director of University Housing at 713-500-8400.

Cizik School of Nursing	Office of the Dean	713-500-2002
	Office of Student Affairs	713-500-2100
The University of Texas MD Anderson Cancer Center UTHealth Houston Graduate School of Biomedical Sciences	Office of the Dean	713-500-9850
	Office of Student Affairs	713-500-9850
McGovern Medical School	Office of the Dean	713-500-5010
	Office of Student Affairs	713-500-5160
McWilliams School of Biomedical Informatics	Office of the Dean	713-500-3900
	Office of Student Affairs	713-500-3591
School of Behavioral Sciences	Office of the Dean	713-486-8824
	Office of Student Affairs	713-500-9171
School of Dentistry	Office of the Dean	713-486-4021
	Office of Student Affairs	713-486-4151
School of Public Health (Austin)	Office of the Dean	512-391-2536
	Office of Student Affairs	512-232-3994
School of Public Health (Brownsville)	Office of the Dean	956-775-0605
	Office of Student Affairs	956-882-5140
School of Public Health (Dallas)	Office of the Dean	972-546-2924
	Office of Student Affairs	972-883-6236
School of Public Health (El Paso)	Office of the Dean	915-975-8514
	Office of Student Affairs	915-975-8531
School of Public Health (Houston)	Office of the Dean	713-500-9050
	Office of Student Affairs	713-500-9032
School of Public Health (San Antonio)	Office of the Dean	210-276-9017
	Office of Student Affairs	210-458-4136



UT Police at Houston's first cadets to attend the Houston City College Police Academy are now sworn officers. Their cadet class achieved a 100% pass rate on the Texas Commission on Law Enforcement Exam, showcasing the hard work, discipline, and commitment that defined their training and success.



Police Sergeant
Alondra Jones

PSO Didia Arriaga was recognized for her positive impact on our community through her kindness, professionalism, and dedication to service.



Clery Statistical Report

Methodology

UT Police at Houston (UTPH) is charged with identifying reportable crimes and collecting and reporting crime statistics annually to the U.S. Department of Education.

This report contains crime statistics that have been compiled for the three previous calendar years. The crime statistics reported have been compiled from data collected from a number of reporting sources including UTPH, the state of Texas, municipal and county law enforcement agencies, and non-commissioned CSAs.

Any reportable crime made to a CSA can be immediately transmitted to UTPH online at www.utph.org; by mail to 7777 Knight Road, Houston, Texas 77054; by email to PoliceRecords@uth.tmc.edu; or by fax to 713-745-8509.

Arrests and Disciplinary Referrals

The Annual Security Report provided by UTPH includes all reported arrests and referrals for disciplinary action for weapons, drug abuse and liquor law violations provided by CSAs to the police department during the reporting period.

Working Relationships with State and Federal Law Enforcement Agencies

UTPH maintains working relationships with all area law enforcement agencies, including the Houston Police Department, the Texas Medical Center Police and Security Services Department, the Bastrop County Sheriff's Office, the Texas Department of Public Safety, the Federal Bureau of Investigations and law enforcement agencies in regional jurisdictions. These working relationships are maintained through memorandums of understanding, communications among agency administrators and frequent contact between line officers and investigators cooperating on specific incidents of alleged criminal activity, other police services and/or training.

Non-Campus Criminal Activity

UTPH doesn't track law enforcement proceedings for offenses that occur off campus. UTPH does, however, collect from area law enforcement agencies the required statistics on crimes that occur at specified non-campus locations as required by the Clery Act for inclusion in the Annual Security Report. Students visiting off-campus locations that have not

been designated as non-campus locations should promptly report all crimes to the local police department or county sheriff's office.

In the event that reports of off-campus criminal offenses committed by workforce members or students are received by UTPH or a designated CSA from an outside law enforcement agency, they may be referred for appropriate disciplinary action.

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UTHealth Houston: Main Campus

(2023-2025 Calendar Year Crime Statistics)

CRIMINAL OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	0	0	0	3*	0
	2024	1	0	1	2*	0
	2023	0	0	0	0*	0
Fondling	2025	3	0	3	3*	0
	2024	1	0	1	4*	0
	2023	0	0	0	4*	0
Hazing [†]	2025	0	0	0	0	0
	2024	-	-	-	-	-
	2023	-	-	-	-	-
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	1	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	1	1	1	0
	2024	1	1	2	4	0
	2023	0	1	1	2	1
Burglary	2025	11	0	11	5	0
	2024	10	1	11	1	0
	2023	11	1	12	2	0
Motor Vehicle Theft	2025	13	2	15*	1	0
	2024	8	1	9	1	1
	2023	6	5	11	1	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

[†]HAZING: 2025 is the first year for reporting.

HATE CRIMES:

2025: Two (2) incidents of SIMPLE ASSAULT (ASSAULT CASES BODILY INJURY/ASSAULT BY CONTACT) motivated by race bias were reported.

No HATE CRIMES were reported for 2023 or 2024.

*UNFOUNDED CRIMES:

2025: Eleven (11) alleged criminal incidents were investigated and determined to be UNFOUNDED: Non-campus: Eight (8) RAPE; One (1) FONDLING.

On campus: Two (2) MOTOR VEHICLE THEFTS.

2024: Sixteen (16) alleged criminal incidents

were investigated and determined to be UNFOUNDED: Non-campus: Eight (8) RAPE; Five (5) FONDLING, and One (1) STALKING.

On campus residential: One (1) STALKING.

On campus: One (1) DOMESTIC VIOLENCE.

2023: Twelve (12) alleged criminal incidents were

VAWA OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Domestic Violence	2025	2	4	6	16	0
	2024	2*	1	3*	4	0
	2023	2	3	5	3	0
Dating Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	2	2	2	0
Stalking	2025	0	0	0	1	0
	2024	0	0*	0*	2*	0
	2023	0	0	0	0*	0

ARRESTS AND DISCIPLINARY REFERRALS	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Weapons Violations: Carrying, Possessing, etc.						
Arrests	2025	0	0	0	1	0
	2024	0	0	0	0	0
	2023	0	0	0	0	1
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violations						
Arrests	2025	2	0	2	0	0
	2024	2	0	2	0	0
	2023	1	0	1	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

investigated and determined to be UNFOUNDED:
Non-campus: Eight (8) RAPE; Three (3)
FONDLING, and One (1) STALKING.

NOTES:

Law enforcement agencies provided statistical data for the following years:

2023- Rice University Police Department

2023, 2024- Beaumont Police Department, Bellaire Police Department, Edinburg Police Department, Fort Bend County Sheriff's Department, Friendswood Police Department, Harris County Sheriff's Office, Houston Police

Department, Humble Police Department, Lake Jackson Police Department, Laredo Police Department, League City Police Department, Missouri City Police Department, Rio Grande City Police Department, Shenandoah Police Department, Sugar Land Police Department, Texas Medical Center Police Department, Victoria Police Department, Wharton Police Department, UT Rio Grande Valley Police Department, Webster Police Department

2023, 2024, 2025- Beaumont Police Department, Bellaire Police Department, Fort Bend County Sheriff's Department, Friendswood Police Department, Harris County Sheriff's Office, Houston Police Department, Humble Police

Department, Lake Jackson Police Department, Laredo Police Department, League City Police Department, Missouri City Police Department, Rio Grande City Police Department, Shenandoah Police Department, Sugar Land Police Department, Texas Medical Center Police Department, UT Rio Grande Valley Police Department, Victoria Police Department, Webster Police Department, Wharton Police Department

2024- Katy Police Department

2024, 2025- Montgomery County Sheriff's Office, Pearland Police Department, Rosenberg Police Department

UTHealth Houston: School of Public Health-Austin

(2023-2025 Calendar Year Crime Statistics)

The public health school does not have any on-campus student housing or non-campus property and therefore, the statistics shown below only reflect criminal incidents that occurred on on-campus buildings and property and on public property within and immediately adjacent to the campus that were reported to Campus Security Authorities (including campus police) and/or other law enforcement agencies.

CRIMINAL OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Fondling	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Hazing [†]	2025	0	0	0	0	0
	2024	-	-	-	-	-
	2023	-	-	-	-	-
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Burglary	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0	1
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

VAWA OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Domestic Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Dating Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

ARRESTS AND DISCIPLINARY REFERRALS	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Weapons Violations: Carrying, Possessing, etc.						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	1
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

[†]HAZING: 2025 is the first year for reporting.

HATE CRIMES:

No HATE CRIMES were reported for 2023, 2024 or 2025.

*UNFOUNDED CRIMES:

No crimes were reported as UNFOUNDED for 2023, 2024, or 2025.

NOTES:

Law enforcement agencies provided statistical data for the following years:

The City of Austin Police Department - 2023, 2024, 2025

The University of Texas at Austin Police Department - 2023, 2024, 2025

UTHealth Houston: School of Public Health-Brownsville

(2023-2025 Calendar Year Crime Statistics)

The public health school does not have any on-campus student housing and therefore, the statistics shown below only reflect criminal incidents that occurred on on-campus buildings and property, non-campus buildings and property, and on public property within and immediately adjacent to the campus that were reported to Campus Security Authorities (including campus police) and/or other law enforcement agencies.

CRIMINAL OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Fondling	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Hazing [†]	2025	0	0	0	0	0
	2024	-	-	-	-	-
	2023	-	-	-	-	-
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Burglary	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

VAWA OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Domestic Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Dating Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

ARRESTS AND DISCIPLINARY REFERRALS	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Weapons Violations: Carrying, Possessing, etc.						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

[†]HAZING: 2025 is the first year for reporting.

HATE CRIMES:

No HATE CRIMES were reported for 2023, 2024 or 2025.

UNFOUNDED CRIMES:

No crimes were reported as UNFOUNDED for 2023, 2024 or 2025.

NOTES:

Law enforcement agencies provided statistical data for the following years:

The University of Texas Rio Grande Valley - 2023, 2024, 2025

The City of Brownsville Police Department - 2023, 2024, 2025

UTHealth Houston: School of Public Health-Dallas

(2023-2025 Calendar Year Crime Statistics)

The public health school does not have any on-campus student housing or non-campus property and therefore, the statistics shown below only reflect criminal incidents that occurred on on-campus buildings and property and on public property within and immediately adjacent to the campus that were reported to Campus Security Authorities (including campus police) and/or other law enforcement agencies.

CRIMINAL OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Fondling	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Hazing [†]	2025	0	0	0	0	0
	2024	-	-	-	-	-
	2023	-	-	-	-	-
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Burglary	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

VAWA OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Domestic Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Dating Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

ARRESTS AND DISCIPLINARY REFERRALS	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Weapons Violations: Carrying, Possessing, etc.						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

*HAZING: 2025 is the first year for reporting.

HATE CRIMES:

No HATE CRIMES were reported for 2023, 2024 or 2025.

UNFOUNDED CRIMES:

No crimes were reported as UNFOUNDED for 2023, 2024 or 2025.

NOTES:

Law enforcement agencies provided statistical data for the following years:

The City of Dallas Police Department - 2023, 2024

UT Southwestern Police Department - 2025

UTHealth Houston: School of Public Health-El Paso

(2023-2025 Calendar Year Crime Statistics)

The public health school does not have any on-campus student housing or non-campus property and therefore, the statistics shown below only reflect criminal incidents that occurred on on-campus buildings and property and on public property within and immediately adjacent to the campus that were reported to Campus Security Authorities (including campus police) and/or other law enforcement agencies.

CRIMINAL OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Fondling	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Hazing [†]	2025	0	0	0	0	0
	2024	-	-	-	-	-
	2023	-	-	-	-	-
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Burglary	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

VAWA OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Domestic Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Dating Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

ARRESTS AND DISCIPLINARY REFERRALS	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Weapons Violations: Carrying, Possessing, etc.						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

*HAZING: 2025 is the first year for reporting.

HATE CRIMES:

No HATE CRIMES were reported for 2023, 2024 or 2025.

UNFOUNDED CRIMES:

No crimes were reported as UNFOUNDED for 2023, 2024 or 2025.

NOTES:

Law enforcement agencies provided statistical data for the following years:

The City of El Paso Police Department - 2023, 2024, 2025

UTHealth Houston: School of Public Health-San Antonio

(2023-2025 Calendar Year Crime Statistics)

The public health school does not have any on-campus student housing or non-campus property and therefore, the statistics shown below only reflect criminal incidents that occurred on on-campus buildings and property and on public property within and immediately adjacent to the campus that were reported to Campus Security Authorities (including campus police) and/or other law enforcement agencies.

CRIMINAL OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Fondling	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Hazing [†]	2025	0	0	0	0	0
	2024	-	-	-	-	-
	2023	-	-	-	-	-
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Burglary	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

VAWA OFFENSES	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Domestic Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Dating Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

ARRESTS AND DISCIPLINARY REFERRALS	Year	On-Campus Property	On-Campus Student Housing	Total On-Campus	Non-Campus Property	Public Property
Weapons Violations: Carrying, Possessing, etc.						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Violations						
Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Disciplinary Referrals	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

¹HAZING: 2025 is the first year for reporting.

HATE CRIMES:

No HATE CRIMES were reported for 2023, 2024 or 2025.

UNFOUNDED CRIMES:

No crimes were reported as UNFOUNDED for 2023, 2024 or 2025.

NOTES:

Law enforcement agencies provided statistical data for the following years:

The City of San Antonio Police Department - 2023, 2024, 2025

UTHealth San Antonio Police Department - 2025

Policies and Regulations

Campus Policy Statements and Regulations

[UTHealth Houston Handbook of Operating Procedures \(HOOP\)](#)

[Clery Act Policies](#)

Drug-Free Schools and Communities Act (DFSCA)

Drug and Alcohol Abuse Prevention Program (DAAPP)

Purpose

UTHealth Houston is committed to maintaining a safe, healthy, and drug-free learning, working, and patient care environment. UTHealth Houston's Drug and Alcohol Abuse Prevention Program (DAAPP) consists of policies, educational activities, and resources aimed at reducing substance use among students, trainees, and employees. The DAAPP outlines standards of conduct, potential health risks, disciplinary actions, and available counseling and treatment services. Details about DAAPP are provided below.

Standards of Conduct

UTHealth Houston prohibits the unlawful possession, use, manufacture, distribution, dispensation, or sale of alcohol and illicit drugs by students, trainees, and employees on university property, while conducting university business, or as part of any university-sponsored activity. Students, trainees, and employees

are expected to comply with all applicable federal, state, and local laws regarding alcohol and controlled substances.

Alcohol

The UT System Board of Regents designated UTHealth Houston a "Drug Free University" on Aug. 1, 1990. In compliance with this policy, the university provides online information for students, trainees, and employees regarding alcohol and other drug possession, use, abuse and distribution, including standards of conduct and penalties for rule and law violations.

It's unlawful to sell, furnish, or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 in a public place or a place open to the public is illegal.

The use, possession, or distribution of alcohol on the premises of university and at events (on or off campus) sponsored by the university, UT System, or a registered employee or student/

resident organization is prohibited, unless approved in advance by the Senior Executive Vice President, Chief Operating Officer (COO) or designee.

An event is sponsored by the university if a budgeted office, department, or division of the university is responsible for organizing the event, inviting attendees, or paying expenses related to the event, including the purchase of food and beverages. University representatives sponsoring such events must comply with relevant university policies and take appropriate measures to protect the welfare of the university and its staff, students, and guests. The impairing use of alcohol at an authorized, official university function, during official university business, or at an authorized university site in a manner that may adversely affect job performance, or the safety of any other person, is prohibited.

Controlled Substances

Employees, students, and trainees are prohibited from:

- Unauthorized purchasing, manufacturing, distributing, possessing, selling, storing, or use of an illegal drug or controlled substance while they are working on the premises or property owned or controlled by the university, on university business, participating in university activities, or in vehicles used for university business;
- Using prescription or over-the-counter medications without heed to warnings about impact on performance or safety;
- Distributing drugs or controlled substances obtained pursuant to a prescription, except by a duly licensed and certified person, while on duty or on the premises or property owned or controlled by the university; and
- Using alcohol, an illegal drug, or a controlled substance while not on duty that adversely affects job performance or may adversely affect the health and safety of trainees, employees, visitors, or patients.

Rules and Regulations of the UT System Board of Regents

Rule 30103: Standards of Conduct, Section 1 Statutory Compliance

Every employee is expected to obey all federal, state, and local laws, and particularly Texas Penal Code, Chapter 42 and Section 46.03 and Texas Education Code Section 51.935. Any employee who

violates any provision of these statutes is subject to disciplinary action, including dismissal, notwithstanding any action by civil authorities on account of the violation.

Rule 50101: Student Conduct and Discipline, Section 1 Standards of Conduct

All students are expected and required to obey federal, state, and local laws; to comply with the Regents' Rules, and Regulations, The University of Texas System and institutional rules and regulations, and directives issued by administrative officials of the UT System or UT System institutions in the course of their authorized duties; and to observe standards of conduct appropriate for an academic institution.

Rule 50101: Student Conduct and Discipline, Section 2 Institutional Rules

Each UT System institution shall adopt rules and regulations concerning student conduct and discipline. Such rules shall be in accordance with a model policy developed by the Office of General Counsel that complies with state and federal law, Regents' Rules and Regulations, and UT System policies. Institutional rules shall become effective upon review and approval by the Executive Vice Chancellor for Health Affairs or the Executive Vice Chancellor for Academic Affairs, as appropriate, and by the Vice Chancellor and General Counsel. Each student is deemed to have notice of the provisions of the Regents' Rules and Regulations and institutional policies.

Understanding the Health Risks

Creating an environment free of alcohol, tobacco, and illegal drugs is a difficult task for any employer. Some people may turn to alcohol and other drugs to handle the daily stresses arising at home and work. At UTHealth Houston, we are aware not only of the good that can result from the proper use of prescribed medications, but also of the devastation that can occur from the misuse of alcohol and other drugs. Following is information on the effects of several drugs with the potential for abuse. For more information, visit www.drugabuse.gov/drugs-abuse. In addition, information on the national opioid and heroin epidemic can be found at www.hhs.gov/opioids/.

Health Risks Summary

ALCOHOL ABUSE

1. Physical Health Risks:

- **Liver Damage:** Chronic alcohol use can lead to liver diseases such as a fatty liver, alcoholic hepatitis, fibrosis, and cirrhosis.
- **Cardiovascular Problems:** Heavy drinking can cause high blood pressure, irregular heartbeat, cardiomyopathy, and increased risk of heart attack and stroke.
- **Neurological Impairments:** Alcohol affects brain function, leading to memory loss, cognitive decline, and potentially permanent brain damage (e.g., Wernicke-Korsakoff syndrome).
- **Gastrointestinal Issues:** Chronic alcohol abuse can cause gastritis,

ulcers, and pancreatitis, and increase the risk of cancers of the digestive system, including mouth, throat, and esophageal cancers.

- **Immune System Suppression:** Alcohol weakens the immune system, making the body more susceptible to infections and diseases.

2. Mental Health Risks:

- **Alcohol Use Disorder (AUD):** Alcohol dependence and addiction can develop, characterized by the inability to control drinking despite negative consequences.
- **Mood Disorders:** Alcohol is linked to increased anxiety, depression, and a higher risk of suicidal thoughts and behaviors.
- **Cognitive Impairment:** Long-term alcohol use impairs memory, learning, and decision-making abilities.

3. Social and Behavioral Risks:

- **Accidents and Injuries:** Alcohol impairs motor skills and judgment, increasing the likelihood of accidents, falls, and injuries, including motor vehicle accidents.
- **Risky Behaviors:** Alcohol consumption increases the likelihood of engaging in risky sexual behaviors, violence, and legal problems such as DUI offenses.

MARIJUANA

1. Physical Health Risks:

- **Respiratory Issues:** Smoking marijuana can irritate the lungs, causing chronic bronchitis and increasing the risk of respiratory infections.

- **Cardiovascular Strain:** Marijuana raises heart rate and blood pressure, which can be dangerous for individuals with preexisting heart conditions.
- **Impaired Motor Skills:** Acute marijuana use reduces coordination and reaction time, increasing the risk of accidents, especially when driving.

2. Mental Health Risks:

- **Addiction Potential:** While marijuana is less addictive than some other substances, long-term use can lead to dependence and withdrawal symptoms.
- **Cognitive Decline:** Regular use, especially during adolescence, can impair memory, attention, and learning, with potential long-term effects on IQ.
- **Mental Health Disorders:** Marijuana use has been linked to increased anxiety, depression, and paranoia. In some cases, it can trigger or worsen psychosis, particularly in individuals with a predisposition to mental illness.

3. Social and Behavioral Risks:

- **Impaired Judgment:** Marijuana use can impair decision-making, increasing the likelihood of risky behaviors such as driving under the influence or engaging in unsafe activities.

OVER-THE-COUNTER (OTC) SUBSTANCES

1. Physical Health Risks:

- **Liver and Kidney Damage:** Misuse of OTC drugs like acetaminophen can lead to liver damage, while excessive use of NSAIDs (e.g., ibuprofen) can harm the kidneys

and gastrointestinal tract.

- **Cardiovascular Issues:** OTC stimulants (e.g., pseudoephedrine) can increase heart rate and blood pressure, posing risks to individuals with heart conditions.

2. Mental Health Risks:

- **Addiction and Dependence:** OTC drugs such as cough medicines containing dextromethorphan (DXM) can cause psychological dependence when misused in large doses.
- **Mental Confusion and Delirium:** High doses of certain OTC substances can cause confusion and hallucinations and impair cognitive function.

PRESCRIPTION DRUG ABUSE

1. Opioids (e.g., Oxycodone, Hydrocodone, Morphine):

- **Physical Health Risks:** Opioids can cause respiratory depression, overdose, and death when misused. Chronic use leads to tolerance, dependence, and withdrawal symptoms.
- **Mental Health Risks:** Opioid abuse is linked to depression, anxiety, and addiction, often requiring medical and psychological intervention.

2. Benzodiazepines (e.g., Xanax, Valium):

- **Physical Health Risks:** Misuse can lead to extreme sedation, respiratory depression, coma, or death, particularly when combined with alcohol or other depressants.

- **Mental Health Risks:** Benzodiazepines are highly addictive, and long-term use can result in memory impairment, mood swings, and severe withdrawal symptoms, including seizures.

3. Stimulants (e.g., Adderall, Ritalin):

- **Physical Health Risks:** Misuse of prescription stimulants can lead to heart problems (e.g., arrhythmias, hypertension), insomnia, weight loss, and malnutrition.
- **Mental Health Risks:** Stimulant abuse is linked to anxiety, paranoia, and hallucinations. Over time, it can also lead to psychological dependence and cognitive impairment.

ILLICIT DRUGS

1. Cocaine and Methamphetamine:

- **Physical Health Risks:** Both stimulants can cause rapid heart rate, high blood pressure, heart attacks, strokes, and sudden cardiac death. Chronic use damages the heart, lungs, liver, and kidneys.
- **Mental Health Risks:** These drugs can cause severe anxiety, paranoia, hallucinations, and psychosis. Long-term use can lead to addiction, violent behavior, and severe mood disorders.

2. Heroin:

- **Physical Health Risks:** Heroin use can lead to respiratory depression, overdose, and death. Long-term use can damage veins, cause infections, and increase the risk of HIV and hepatitis from needle sharing.

- **Mental Health Risks:** Heroin is highly addictive, with users developing strong physical and psychological dependence. Withdrawal symptoms can be severe and include anxiety, depression, and restlessness.

3. MDMA (Ecstasy, Molly):

- **Physical Health Risks:** MDMA can cause dehydration, hyperthermia, and organ failure. Long-term use may damage serotonin neurons, leading to mood disorders and memory problems.
- **Mental Health Risks:** MDMA use is associated with anxiety, depression, and cognitive impairments such as memory loss and difficulty concentrating.

4. Synthetic Drugs (e.g., Synthetic Cannabinoids, Bath Salts):

- **Physical Health Risks:** These drugs can cause extreme agitation, seizures, heart attacks, and death. Their unpredictable chemical composition increases the risk of overdose and poisoning.
- **Mental Health Risks:** Synthetic drugs can trigger severe hallucinations, paranoia, and violent behavior. Long-term use is associated with lasting psychiatric and cognitive disorders.

INHALANTS

1. Physical Health Risks:

- **Sudden Death:** Inhalants can cause sudden sniffing death syndrome, where heart failure occurs after a single use.
- **Organ Damage:** Chronic inhalant use can lead to permanent damage to the brain, liver, kidneys, and lungs.

2. Mental Health Risks:

- **Cognitive Decline:** Prolonged inhalant abuse can lead to memory loss, cognitive deficits, and personality changes
- **Addiction:** Repeated use can result in psychological dependence and compulsive inhalant use.

Health Alert

Intravenous drug users and those who practice unsafe sex should be aware of their increased risk of contracting human immunodeficiency virus (HIV), the cause of acquired immune deficiency syndrome (AIDS), as well as other sexually transmitted diseases. AIDS is spread through contact with contaminated body fluids exchanged through vaginal, oral, or anal intercourse or the sharing of needles. Excessive use of alcohol and other drugs can lead to an increase in unplanned and unsafe sexual activity, which increases the risk of HIV infection.

Conclusion

Substance abuse-including alcohol, marijuana, prescription drugs, over-the-counter medications, illicit drugs, and inhalants-poses significant risks to physical and mental health, increases the likelihood of accidents and injuries, and can lead to long-term addiction.

References

CDC. (2023). Drug Overdose. Centers for Disease Control and Prevention www.cdc.gov/drugoverdose/

Support Resources

UTHealth Houston encourages students, trainees, and employees experiencing alcohol- or drug-related concerns to seek assistance through university and community resources. The following counseling, treatment, rehabilitation, recovery, and referral services are available.

Resource	Population Served	Services Provided	Contact Information
Employee Assistance Program (EAP)	Employees and eligible family members	Confidential counseling, assessment, referrals, and assistance for personal concerns, including substance abuse and chemical dependence	If you or someone you know is in immediate danger, call 911 Phone: 713-500-9888 (Option 3) https://inside.uth.edu/eap/employee-assistance/
Faculty Assistance Program (FAP)	Faculty	Confidential counseling, consultation, and referral services	Phone: 713-500-9888 (Option 2) https://inside.uth.edu/eap/faculty-assistance/index.htm
Fellow/Resident Assistance Program	Fellows/residents	Confidential counseling, consultation, and referral services	Phone: 713-500-9888 (Option 4) https://inside.uth.edu/eap/frap/
Student Health & Counseling Service	Students	Confidential medical and mental health services, counseling, crisis intervention, assessment, referral services, and support for substance misuse concerns	Phone: 713-500-5171 After-Hours Assistance: 713-500-5173 24-Hour Crisis Hotline: 713-500-4688 Student Health & Counseling Services - UTHealth Houston
Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline	Students, trainees and employees	Free, confidential treatment referral and information service available 24/7	1-800-662-HELP (4357), www.samhsa.gov
Local Community Treatment Providers	Students, trainees and employees	Substance abuse treatment, rehabilitation, recovery support, and re-entry services	Available through local healthcare providers and treatment centers
Alcoholics Anonymous (AA)	Students, trainees, and employees	Peer support and recovery meetings	www.aa.org
Narcotics Anonymous (NA)	Students, trainees and employees	Peer support and recovery meetings	www.na.org

Students, trainees, and employees seeking assistance for alcohol or drug-related issues are encouraged to utilize the resources listed above. These resources provide counseling, assessment, treatment, rehabilitation, recovery support, and referral services designed to assist individuals in addressing substance use concerns and maintaining their health, safety, and academic or professional success.

Student and Employee Responsibilities

Students convicted of a drug-related criminal offense must notify their dean or the dean's designee within five days of conviction.

Employees and fellows convicted of a drug-related criminal offense occurring on university property must notify Human Resources-Employee Relations within five calendar days.

University Penalties

Students, trainees, and employees are subject to disciplinary action up to and including termination or dismissal for conduct related to the use, possession, or distribution of drugs that are prohibited by state, federal, or local law.

Disciplinary action may include, but is not limited to, educational interventions, required counseling or referral for assessment or treatment, disciplinary probation, loss of privileges, suspension, dismissal or expulsion, termination of employment, and referral for criminal prosecution, as appropriate.

Any student who engages in conduct that violates the Regents' Rules and Regulations; university or UT System rules; or federal, state, or local laws is subject to disciplinary action whether the conduct takes place on or off university property and whether or

not civil or criminal penalties may be imposed for such conduct.

A student also is subject to disciplinary action for prohibited conduct that occurs while participating in any activities sponsored by the university or UT System, including, but not limited to, field trips, study abroad programs, inter- and/or intramural athletic activities, student organizations registered with the university, and laboratory and other rotations or clinical assignments, whether on or off university property.

State and Federal Criminal Penalties

State and federal laws regarding the possession, use, and sale of alcoholic beverages and illegal drugs are strictly enforced by UT Police.

Note: A comprehensive list of the penalties imposed by state and federal authorities are detailed at the conclusion of this report.

Reporting of Criminal Matters and Impairment

Students convicted under a criminal statute for a drug-related offense are required to notify their dean or the dean's designated representative not later than five business days after such conviction. Students convicted of substance abuse-related crimes which occur on premises or property owned or controlled

by the university will be subject to disciplinary action, up to and including dismissal, in accordance with [HOOP Policy 186, Student Conduct and Discipline](#).

Employees and fellows employed by the university convicted under a criminal statute for a drug-related offense occurring on property or premises owned or controlled by the university are required to notify Human Resources-Employee Relations not later than five calendar days after the conviction. Human Resources-Employee Relations must inform the Office of Institutional Compliance immediately after receiving notice of such conviction. For employees and fellows working on certain federally funded contracts and grants, the Office of Institutional Compliance is responsible for ensuring the contracting agency is notified within 10 calendar days after receiving notice that an employee or fellow has been convicted of a drug-related criminal offense.

Employees or fellows employed by the university convicted of a felony offense related to use, possession, dispersion, distribution or manufacture of an illegal drug occurring on property or premises owned or controlled by the university will be subject to disciplinary action, up to and including termination or dismissal.

All other arrests, criminal charges, and convictions will be handled in accordance with policies and handbook.

Related UTHealth Houston Policies and Handbook

- [HOOP Policy 9, Alcoholic Beverages](#)
- [HOOP Policy 44, Faculty Reappointment and Non-Reappointment](#)
- [HOOP Policy 133, Faculty Termination](#)
- [HOOP Policy 153, Termination of Employment: Administrative and Professional](#)
- [HOOP Policy 160, Criminal Background Checks](#)
- [HOOP Policy 163, Fitness for Participation \(Students\)](#)
- [HOOP Policy 173, Substance Abuse](#)
- [HOOP Policy 186, Student Conduct and Discipline](#)
- [HOOP Policy 186, Appendix A](#)
- [HOOP Policy 187, Discipline and Dismissal of Classified Employees](#)
- [HOOP Policy 218, Fitness for Duty/Fitness for Participation \(Employees\)](#)
- [Graduate Medical Education Resident Handbook](#)

Prohibited and Illegal Weapons

With limited exceptions, UTHealth Houston bans firearms from their facilities and properties. Two such exceptions apply only to persons who hold a valid and appropriate state-issued handgun license. The first is found in Section 52.061 of the Texas Labor Code and involves firearms being stored in personally owned, locked vehicles in parking lots and parking garages. The second, most recent exception is Senate Bill 11, also known as Campus Carry, and involves concealed handguns in certain areas on the campuses. As an institution of higher education, UTHealth Houston is obliged to adhere to these laws and is not at liberty to enact policies or provisions that violate them.

Those who hold a valid and appropriate state-issued handgun license may carry their handguns, in accordance with the laws and each institution's respective policies. Other than the exceptions cited above, only law enforcement officials may carry firearms on UTHealth Houston's campus.

Other than the exceptions stated above or as otherwise provided by applicable law, the possession or control of any firearm, deadly weapon, explosive device, fireworks, nunchakus, metal knuckles, billy clubs, or any other deadly weapon or prohibited knife while on UTHealth Houston property, including campus housing, is prohibited, except as required in the lawful course of business or as authorized by the

Chief of Police. As of September 1, 2017, state law prohibits "location-restricted knives." Contact law enforcement at 713-792-2890 or 911 to report potential violations of these laws on UTHealth Houston property or facilities.

[HOOP Policy 39, Campus and Workplace Violence Prevention](#)

[HOOP Policy 160, Criminal Background Checks](#)

Workplace Violence

UTHealth Houston defines violence in the workplace as the acts, threats, or violence that arise out of either disputes or antagonistic interpersonal relationships between employees, visitors, customers, and/or other employees in and around the place of employment. See [HOOP Policy 39, Campus and Workplace Violence Prevention](#).

Workplace violence is categorized into three areas: stranger violence, client violence, and employee violence. In an effort to provide a safe and secure workplace free from violence or threats for UTHealth Houston employees, the institution has developed policies against violence in the workplace. The UT System recognizes the high cost of violent incidents and the disruptive effect they have on employees and productivity. Personal harassment, including stalking, abusive behavior, threats, and acts of violence are not tolerated. Complaints of workplace violence should be reported immediately to UT Police by calling 713-792-2890 or 713-792-7867 (713-792-STOP). If violence is

occurring or the threat of violence is imminent, call 911.

In the event an interaction that may escalate into workplace violence is reported, a campus threat assessment committee, which is sometimes referred to as Behavioral Intervention Team (BIT) or a Threat Management Team, is convened. The committee, called STOP at UTHealth Houston, consists of a team of professionals who are authorized to investigate, deliberate on available information, make determinations, and take action to assist in resolving incidents of violence and threats of violence. The BIT team has the authority to invite, as needed, representatives from other areas to participate in committee activities (e.g., Faculty Academic Affairs and Trainee and Alumni Affairs).

The committee includes representatives from the UT Police, Legal Affairs, Office of Employee Assistance Programs, Student Counseling, Human Resources, University Relations and Equal Opportunity, and the Office of the Executive Vice President & Chief Academic Officer. The committee is authorized to investigate, make determinations and recommendations, and take action to resolve incidents of violence. Committee recommendations may include, but are not limited to, referrals for counseling services, leave of absence, or disciplinary sanctions, up to and including termination of employment or dismissal.

Hate Crimes

On Aug. 14, 2008, the Higher Education Opportunity Act (Public Law 110-315) (HEOA) was enacted to expand hate crime reporting requirements to include the following offenses: murder, negligent and non-negligent manslaughter, sex offenses (including rape, fondling, incest, and statutory rape), robbery, aggravated assault, simple assault, burglary, motor vehicle theft, larceny (theft), intimidation and destruction, and damage or vandalism of property in which the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability.

UTHealth Houston places a great emphasis on the safety of our community members. However, there may be occurrences when someone may be the target of a hate crime or a bias-motivated incident. Hate crimes and bias-motivated incidents negatively affect the entire campus community. While our campuses are not immune to such opportunistic acts, the low number of reported occurrences provides some anecdotal information that great strides have been made toward the creation of a campus environment that is more tolerant of individuals, groups, cultures, and ideas.

Reporting hate crimes is a crucial component in developing a more tolerant society and a hate-free

campus environment. If you have been the target of a hate crime or bias-motivated incident, you're encouraged to report the occurrence to UT Police or to any designated [CSA](#). All Clery geographic counties are accounted for when classifying hate crimes.

Sexual Misconduct

UTHealth Houston is committed to maintaining a learning and working environment that is free from dating violence, domestic violence, sexual assault, and stalking (collectively, “Sexual Misconduct”). Sexual misconduct will not be tolerated and individuals or organizations within the university’s control who violate this policy will be subject to disciplinary action. Sexual misconduct is defined in the university’s policy, a copy of which can be found in [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#) and in [Appendix B: HOOP Policy 59](#).

Procedures Following a Crime of Dating Violence, Domestic Violence, Sexual Assault, or Stalking

When UT Police and/or the Title IX Office receives information that a university community member may have experienced dating violence, domestic violence, sexual assault, or stalking, the victim promptly receives either a physical print copy or an online copy of a 16-page document titled Resource Guide for Individuals Impacted by Dating Violence, Domestic Violence, Stalking, or Sexual Assault (“Resource Guide”). The guide contains, in writing, the procedures someone should follow after experiencing a crime, information on reporting options, and encourages the victim to call 911 if violence is occurring or immediate. The guide explains how to file an official report of dating violence, domestic violence, sexual assault, or stalking with their local law enforcement authorities or campus police (UT Police). The victim is also informed that UT Police can assist them in notifying law enforcement if they choose.¹ The document also encourages the victim to report the incident of sexual assault, dating violence, domestic violence and stalking to

the Title IX Office via [electronic form](#), email at CALL@uth.tmc.edu, or phone at 713-500-CALL (2255).

The Resource Guide contains information on the importance of preserving evidence that may assist in proving that the alleged offense occurred or that may be helpful in obtaining a protection order², including information about getting a sexual assault examination to preserve evidence in cases of sexual assault, and types of evidence to preserve. The guide explains to the victim that they can have a sexual assault examination even without police involvement, called a “non-report sexual assault exam.” The “non-report sexual assault exam” is confidential and all evidence collected during the exam will be securely stored and only released with the victim’s consent, including information about the victim’s visit to the hospital and the treatment they received.

The Resource Guide also informs victims in writing that under Texas law, victims of family violence, sexual assault, human trafficking, or stalking may obtain a protective order or restraining order from a civil or criminal court. It contains information on the resources available that provide information about protective orders and the process for application, such as the local county or district attorney’s

office, Houston Area Women’s Center, local legal aid office, or a private attorney. Victims who obtain a protective or restraining order are encouraged to provide notice and a copy of that order to UT Police and the Title IX office.

Additionally, this guide informs victims that the Title IX Office may offer reasonably available individualized services, without any fee or charge, such as mutual restrictions on contact between the parties. When the Title IX Office provides the Resource Guide to victims, a copy of the university’s [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#), is also provided. The policy provides that UT Police will work with the victim and university officials on a safety plan designed to keep the victim and others on campus safe. If the offender is known, UT Police will work to mitigate any ongoing risk directly related to the offender, including, but not limited to, collaborations with other law enforcement agencies, prosecutors, mental health officials, and the courts. Additionally, in all cases where a safety plan is requested by a complainant, the UT Police will work with the university and involved parties to explore options for supportive measures, including no-contact orders.

¹ Refer to Appendix B, Section III, C1 regarding the options about the involvement of law enforcement and campus authorities.

² Refer to Appendix B, Section III, C1 regarding the importance of preserving evidence.

Confidentiality

UTHealth Houston will protect the confidentiality of victims and other necessary parties in all public access records, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925 (a)(20)).

In addition, the university will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality does not impair the ability of the university to provide the accommodations or protective measures. UT Police, the Title IX Office, and the institution's Behavioral Intervention Team will collaborate to address campus and workplace violence concerns. Complainants will be informed by their assigned point of contact from UT Police, the Title IX Office, or Behavioral Intervention Team, of the need to disclose personally identifying information when the university determines the need to act in order to maintain campus safety. 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. If a complainant chooses to provide information regarding sexual misconduct that they may wish to keep confidential, responsible employees should ensure the complainant understands: (1) the responsible employee's obligation to report the names of involved parties and any relevant facts regarding

the alleged incident to the Title IX Office; (2) the complainant's ability to request confidentiality; (3) the complainant's ability to share information confidentially with counseling, advocacy, and mental health or sexual assault services; and (4) the complainant's right to file a complaint with the Title IX Office and to report the crime to UT Police or local law enforcement.

Written Notification

The Title IX Office creates and distributes the statement "Our commitment to a safe academic and work environment" via University Communications to all employees and to all students. This statement is emailed to all university members every year on or around September 1. The communication contains information on supportive resources, interim measures, and safety resources available to victims and how to receive supportive resources: counseling, health, mental health, victim advocacy, legal assistance, and other services available to victims. See [Resource Guide](#) and [Appendix B – HOOP 59](#). Support resources include campus resources, resources local to each school location (Houston, Austin, Brownsville, Dallas, El Paso, San Antonio), and other resources such as the National Sexual Assault Hotline.

Additionally, when a police report or Title IX report or both is filed, victims receive from the Title IX Office and/or UT Police a Resource

Guide for Individuals Impacted by Dating Violence, Domestic Violence, Stalking, or Sexual Assault ("Resource Guide"), which contains written information on the student or employee's rights and options including their reporting options, their right to sexual assault examinations with or without police involvement, the right to immunity, how to obtain a protective order, their right to confidentiality, and their rights throughout the investigation and disciplinary processes. The Resource Guide also includes detailed information on Texas Crime Victims' Rights relating to their rights as a victim of a violent crime. The Resource Guide contains information on supportive measures and accommodations. The document states that the university may offer reasonably available individualized services, without any fee or charge, such as housing reassignment, counseling, extensions of deadlines or other course-related adjustments, withdrawal from or retake of a class without penalty, campus escort services, mutual restrictions on contact between the parties, leaves of absences, increased security and monitoring of certain areas of campus, or other similar measures tailored to the individualized needs of the parties. The document also states that the victim may also request assistance from the Title IX Office for adjustments to their academic schedule, living arrangements, transportation needs, or working assignments. UTHealth Houston

will provide such assistance when appropriate, regardless of whether the victim chooses to report the crime to law enforcement or file a formal complaint with the Title IX Office. To initiate any supportive measures, please contact the Title IX Office at 713-500-CALL (2255) or CALL@uth.tmc.edu. The Title IX Office will coordinate with the appropriate departments to implement the supportive resources that will be provided to students or employees in writing.

Additionally, the Resource Guide contains written information related to the university's procedures for disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking. The guide states in writing the victim and the accused party have the opportunity to participate fully in the Title IX investigation, which involves reviewing all evidence and a live hearing. The guide then states that at the conclusion of an investigation, if a student or employee is found to have violated the institution's [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#), or [HOOP Policy 183, Nondiscrimination, Anti-Harassment, and Equal Opportunity](#), appropriate disciplinary action will be taken according to the procedural steps outlined within the policy. See Appendices B and C.

Additional information can be found at www.uth.edu/titleix and within [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#). The information contained within HOOP Policy 59, which is provided to all parties at the time of report, outlines how to file a report, obtain orders of protection, procedural rights of all parties, assistance in notifying law enforcement authorities, support resources, and investigation and disciplinary processes.

Sexual Assault Investigative Guarantee

If you have been a victim of dating violence, domestic violence, sexual assault or stalking, you have the right to report the assault to UT Police. As an encouragement to report sexual assaults, UT Police is committed to the following:

- We will meet with you privately, and you may be accompanied by a personal advocate.
- We will provide either a male or female officer to correspond with the complainant's gender or preference, to conduct the initial interview, if requested and if one is available.
- We will fully investigate your case, regardless of the gender, race, ethnicity, sexual orientation, age, national origin, or religion of the parties involved.
- We will not judge you or your actions. Assault victims are not responsible for the criminal actions of others.

- We will treat you and your case with courtesy, sensitivity, respect, and understanding.
- We will assist you in arranging for your medical needs and/or hospital treatment.
- We will provide you with advocate and counseling referral information.
- We will take all necessary and available steps to protect the confidentiality of you and necessary parties. We will not release your name to the public or to the press.
- We will discuss and explain the criminal justice process. You will be kept informed as to the progress of the investigation, which may include the arrest and prosecution of the offender.
- We will be available to answer your questions as the process of the investigation and prosecution unfolds.

Offender Registration Requirements for Campuses

UTHealth Houston workforce members and students are required to disclose in writing to Human Resources - Employee Relations any arrests for and/or criminal charges of all misdemeanor or felony offenses (other than minor traffic violations), any misdemeanor or felony convictions and/or deferrals of adjudication, community supervision and/or other pre-trial diversion or disposition (other

than minor traffic violations) and whether they are registered or will be required to register as a sex offender, within five business days of occurrence.

Each individual seeking admission to an academic unit or program shall disclose on any required application all pending criminal charges, all misdemeanor or felony convictions and any deferrals of adjudication (other than for minor traffic violations) whether or not placed on probation, community supervision, or other pre-trial diversion or disposition or other supervised release. The applicant must also disclose whether he or she is registered or will be required to register as a sex offender.

Enrolled students are required to disclose within five days of occurrence to their respective dean or designee any arrests for and/or criminal charges of all misdemeanor or felony offenses (other than minor traffic violations), any misdemeanor or felony convictions and/or deferrals of adjudication, community supervision and/or other pre-trial diversion or disposition (other than minor traffic violations) and whether they are registered or will be required to register as a sex offender.

Every person who is required to register in Texas as a sex offender must register within five business days with UT Police if they:

- reside on UTHealth Houston campus property,
- are enrolled as a UTHealth Houston student (including extension classes), or
- are a full -or -part-time workforce member and/or student at UTHealth Houston with or without compensation; this includes- volunteers, student applicants, visitors, professional trainees, visiting scientists/students, or contract workers to UTHealth Houston.

A registered sex offender who has any campus affiliation (e.g., workforce member, student, volunteer) must also notify UT Police within seven business days of ceasing to be enrolled or employed, ceasing to carry on a vocation at UTHealth Houston, or changing their address.

Campus affiliated registration of sex offenders will be conducted at UT Police offices. Persons required to register must do so in person between 8 a.m. and 5 p.m. Monday through Friday (excluding holidays). Registrations will be handled by appointment only. Call 713-792-4108 to schedule an appointment.

Public Access to Sex Offender Data

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus

community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, volunteers services, or is a student.

In Texas, convicted sex offenders must register with the local law enforcement authority of the city they reside in or, if the sex offender doesn't reside in a city, with the local law enforcement authority of the county they reside in. The U.S. Department of Justice has created a publicly accessible online national sex offender database that allows users to specify a search radius across state lines. The Dru Sjodin National Sex Offender Public Website is accessible at www.nsopw.gov. You also may search for information regarding registered sex offenders at the Texas Department of Public Safety website at <https://sor.dps.texas.gov/PublicSite/>.

Upon registration of an offender, UT Police forwards a notice and identifying information to campus security officials.

Additionally, UT Police maintains links to local, county, state, and federal agency websites that provide public access to data regarding registered sex offenders.

Reminder: Information contained

under laws associated with registered sex offenders may not be used to harass, discriminate, or commit a crime against any person who has been identified as a sex offender. Public safety is best served when registered sex offenders are not concealing their location.

Campus affiliated registered sex offender information is available for inspection by members of the campus community at UT Police offices by appointment during normal business hours. Call 713-792-4108 for more information. Police may release sex offender information relating to campus affiliated registered sex offenders to any member of the campus community if the requesting individual is:

- over 18;
- a member of the campus community (e.g., workforce member, student, volunteer);
- not themselves a registered sex offender;
- willing to certify in writing to the understanding that the release of registered sex offender information is for the purpose of allowing members of the campus community to protect themselves and their families from sex offenders;
- willing to certify to the understanding that it's illegal to use the registered sex offender registration information to harass, discriminate or commit a crime against any person who has been

identified as a sex offender; and

- willing to sign a "Registered Sex Offender View Form."

Registered sex offender information available for public viewing includes:

- name and known aliases;
- age, date of birth, gender and race;
- physical description (including scars, marks and tattoos);
- photograph (if available);
- crimes that were the basis for the registration requirement; and
- date of last registration.

Sec. 121 of the Adam Walsh Child Protection and Safety Act of 2006 establishes the Megan Nicole Kanka and Alexandra Nicole Zapp Community Notification Program to provide for notification to the Attorney General, relevant jurisdictions, law enforcement agencies, social service entities, volunteer organizations, and other entities immediately after a sex offender registers or updates a registration.

Campus Sex Offender Disclosure

UT Police may proactively or reactively release any portion of the following information when a peace officer reasonably suspects, based upon information that has come to their attention, that a child or other person may be at risk due to the presence of a high risk registered sex offender who is in the campus community:

- name and known aliases;
- age, date of birth, gender, and race;
- physical description (including scars, marks and tattoos);
- photograph (if available);
- crimes that were the basis for the registration requirement;
- residential address (must be verified by law enforcement prior to release);
- description and license plate number of offender's vehicle;
- type of victim targeted by the offender;
- relevant parole or probation conditions;
- dates of crimes resulting in classification;
- date of release from confinement; and
- offender's employment, vocation, or student status with UTHouston.

Programs to Prevent Dating Violence, Domestic Violence, Sexual Assault & Stalking

UTHouston is committed to maintaining a learning and working environment that is free from dating violence, domestic violence, sexual assault and stalking (collectively, "Sexual Misconduct"). Sexual Misconduct will not be tolerated and individuals or organizations within the university's control who violate this policy will be subject to disciplinary action. Sexual Misconduct is

defined in the university's policy, a copy of which can be found in [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#) and in [Appendix B, HOOP Policy 59](#).

UTHealth Houston provides its community members including students, trainees, faculty, and staff with ongoing awareness and prevention programs related to dating violence, domestic violence, sexual assault and stalking. These initiatives aim to help university members keep our campus safe by providing information and tools to identify, stop, and report sexual misconduct. The university's prevention programs are designed to be culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and assessed for value and effectiveness. These programs also consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Prevention, Awareness, and Risk Reduction programs for students and employees:

- The Office of Equal Opportunity and the Title IX Office partnered to develop annual compliance training for new and current employees and staff every year. The content of the online training module includes policies and procedures around Title IX and key legislation, specifically sexual harassment, sexual

misconduct, domestic violence, dating violence, and stalking. The training incorporates the policy applicability, definitions of sexual misconduct, the university's response to sexual misconduct and the process by which employees must report sexual misconduct as well as the process for filing their own complaints. The training includes information on resources available to support those who have experienced sexual assault, dating violence, domestic violence, and/or stalking. Annual Compliance Training is an ongoing program. For information on procedures the institution follows when one of these crimes is reported and rights within disciplinary proceedings can be found in [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#) and in [Appendix B, HOOP Policy 59](#).

- UTHealth Houston partners with Vector Solutions to provide year-round sexual assault prevention training to incoming and continuing students called Sexual Assault Prevention for Graduate Students. The course, which takes approximately 20 minutes to complete, is designed to educate graduate and professional students on critical issues such as relationship abuse, sexual harassment, sexual assault, and stalking. It also addresses key concepts including consent, coercion, bystander intervention; outlines procedures for reporting and response; and concludes with a final assessment requiring

a minimum score of 80% to pass. Students can access Vector Solutions training resources at any time by visiting <https://uth-tx.vectorlmsedu.com> and using their UTHealth Houston login information.

- In partnership with the seven graduate schools and the Office of Equal Opportunity, the Title IX Office provides orientation and information to all incoming graduate students at the start of each fall and spring semester. The content is delivered in-person or virtually by a live presenter. The content reviews all forms of sexual misconduct, including sexual assault, domestic violence, dating violence, and stalking. The training provides information on the services and support provided by the Title IX Office, campus resources, prevention tips, consent, and bystander intervention. The training also includes information on how to make a report or file a complaint for those who witness or experience sexual misconduct, procedures the institution follows when one of these crimes is reported, and rights within the disciplinary proceedings. Title IX orientation presentation is an ongoing program.
- For all university community members (including incoming students and new employees, and continuing students and employees), the university provides information related to sexual misconduct, including sexual assault, dating violence,

domestic violence, and stalking via online training module. It includes definitions for sexual misconduct, consent, evidence retention, campus resources, state resources, how to make a report and how to file a complaint. The training module was created by the Title IX Office in compliance with state law. The training module can be accessed at any time via [UTHealth Houston Title IX Office on Vimeo](#).

- The Title IX Office participates in Salutation, which is an annual student event that provides incoming and continuing students with an opportunity to meet deans and university leaders, explore campus resources, and connect with peers from diverse disciplines. There, the Title IX Office shares information on sexual misconduct. The Title IX Office answers questions from attendees and hands out pamphlets so the information can leave with them and be referred to whenever they need it.
- In partnership with University Communications, the Title IX Office distributes the statement “Our commitment to a safe academic and work environment” to incoming students and new employees, and continuing students and employees. This statement is emailed to all university members every year on or around September 1. The communication includes the university’s dedication to maintaining a safe and healthy environment free from all forms of sexual misconduct including sexual harassment, and encourages the community to look out for one another, encourage all members to do the right thing, intervene when they encounter behavior that is wrong, and work with the Title IX Office to address concerns when these behaviors occur. The communication includes a statement that the university prohibits sexual misconduct and requires all university members not to engage in such conduct. The university policy governing sexual misconduct with definitions, reporting process, and investigation procedures is included in the communication, as well as information on how to make a report and supportive resources. The communication to employees also includes information on employees’ mandatory reporting requirements in accordance with state law; that all employees required to promptly report incidents of sexual misconduct to the Title IX Office.
- Additionally, student ID badges include a badge buddy with contact information for the National Sexual Assault Hotline, the 24/7 university Student Crisis hotline, UTHealth Houston Mental Health Support and Well-being line, university police, and the Suicide and Crisis Lifeline. Badge buddies are distributed to incoming students at the time they receive their student ID badge, and to continuing students at student events such as Salutation.
- UT Police offers a 1-hour course titled Conflict in Relationships: Breaking the Cycle of Abuse that familiarizes attendees with Texas laws associated with domestic violence and dating violence, how to recognize the signs of intimate partner violence, and early action and reporting options. The class is available online and upon request to all university employees and students (including incoming students and new employees, and continuing students and employees). To request access or learn more, contact UT Police Community Outreach at 713-563-7794 or submit a request through our [website](#).
- UT Police offers a 30-minute online course titled Speaking Up: Breaking the Silence on Sexual Violence. The presentation examines the impacts of sexual violence and outlines protective factors to prevent it. Attendees learn about sexual violence and its impact, confidential resources and reporting options, and protective factors for perpetration. To request access or learn more, contact UT Police Community Outreach at 713-563-7794 or submit a request through their [website](#). This is available to incoming students and new employees, and continuing students and employees.

The STOP Campus Hazing Act

UTHealth Houston Statement on Hazing Prevention

The Stop Campus Hazing Act was introduced in 2023 and signed into law in 2024 as an amendment to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This legislation was enacted in response to growing concerns about hazing-related injuries and fatalities across U.S. colleges and universities. The Act mandates that institutions of higher education report hazing incidents as part of their annual security reports, implement prevention programs, and ensure transparency in campus safety policies.

UTHealth Houston is committed to maintaining a safe, inclusive, and respectful academic environment. In accordance with the federal Stop Campus Hazing Act, UTHealth Houston strictly prohibits all forms of hazing involving students, whether occurring on or off campus.

Definition of Hazing

In [HOOP Policy 186, Student Conduct and Discipline](#), Hazing is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that (I) is committed in the course of an initiation into, an affiliation with, or the

maintenance of membership in, a student organization; and (II) causes a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization of physical or psychological injury including:

- whipping, beating, striking, branding, electric shocking, placing of a harmful substance in or on the body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drug, or other substance;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, or federal law.

A student organization is defined as “an organization at an institution of higher education (such as a club, society, association, varsity

or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

Reporting Hazing at UTHealth Houston

Any person who observes, experiences, or has knowledge of hazing is encouraged to report it promptly. Reports may be made by the affected individual, a witness, or a third party.

Emergency Situations:

- Call 911

Non-Emergency Reporting:

- UT Police at Houston
Phone: 713-792-2890
- Office of Institutional Compliance
[Compliance Hotline](#) (anonymous reporting available)
Phone: 1-833-222-0056 (English) or 1-800-216-1288 (Spanish)
Email: compliance@uth.tmc.edu

Reports should include, if known:

- names of individuals or organizations involved;
- date(s) and location(s) of the incident;
- description of the conduct; and
- any available supporting information.

The university prohibits retaliation against any individual who reports hazing or participates in an investigation in good faith. Anonymous reporting options are also available.

Hazing Investigation and Investigating Hazing at UTHealth Houston

UTHealth Houston maintains a prompt, fair, and impartial process for reviewing, investigating, and resolving reports of alleged hazing.

Upon receipt of a report, the Office of Institutional Compliance conducts an initial review to determine whether the reported conduct may fall within the scope of the university's hazing policy and identifies the appropriate office responsible for review and resolution. Student-related matters, including allegations involving student organizations, are generally referred to the applicable Dean or Office of Student Affairs for investigation and resolution in accordance with [HOOP Policy 186, Student Conduct and Discipline](#) and other applicable university procedures. Matters involving employees, faculty, or other affiliated individuals may be referred to the appropriate administrative office for review under applicable university policies.

Investigations may include interviews, review of documents and other relevant evidence, consultation with appropriate university officials, and other

investigative steps as necessary. The university may implement interim protective measures during the review or investigation process. Hazing determinations are made using the preponderance of the evidence standard, meaning it is more likely than not that a violation occurred. If a policy violation is found, disciplinary action, educational requirements, organizational sanctions, corrective measures, or other responsive actions may be imposed.

Hazing Prevention and Awareness Programs

UTHealth Houston is committed to preventing hazing through campuswide, evidence-informed prevention and awareness initiatives designed to reach students, faculty, staff, and student organizations. Hazing prevention and awareness programs include:

- information regarding university hazing policies and applicable laws;
- how to identify and report hazing;
- bystander intervention strategies; and
- available support and reporting resources.

To learn more about UTHealth Houston's Hazing Prevention and Awareness Program, including educational materials, prevention resources, and reporting options, visit the [Title IX](#) and [Student Affairs](#) websites.

The university also provides support resources for students who may be affected by hazing, including [Student Health & Counseling Services](#) and the [University Ombuds Office](#).

Prevention, Education and Awareness

UTHealth Houston is committed to preventing hazing through campus-wide, evidence-informed education and awareness initiatives. Prevention programs may include education on:

- hazing prevention strategies and expectations for student organizations;
- university policies and applicable laws related to hazing; and
- how to identify, respond to, and report hazing.

The university provides access to confidential resources that support the health and well-being of students who may be affected by hazing or related concerns, including:

- [Student Health & Counseling Services](#) – provides confidential medical and mental health services for students.
- Phone: 713-500-5171
- After-hours (non-emergency): 713-500-5173
- 24-Hour Crisis Hotline: 713-500-4688

- **University Ombuds Office** – provides a confidential, neutral, and informal resource to discuss concerns and explore options.
- Phone: 713-500-3457
- Confidential Mobile: 713-705-5005
- Email: ombuds@uth.tmc.edu (Please do not send confidential information via email.)

These resources are available to assist individuals in understanding their options and accessing support, whether or not a formal report is made.

For additional information about hazing prevention and awareness, individuals may refer to the following national resources:

- **StopHazing:** <https://stophazing.org/>
- **Hazing Prevention Network:** <https://hazingpreventionnetwork.org/>
- **Clery Center:** <https://www.clerycenter.org/>

Campus Hazing Transparency Report

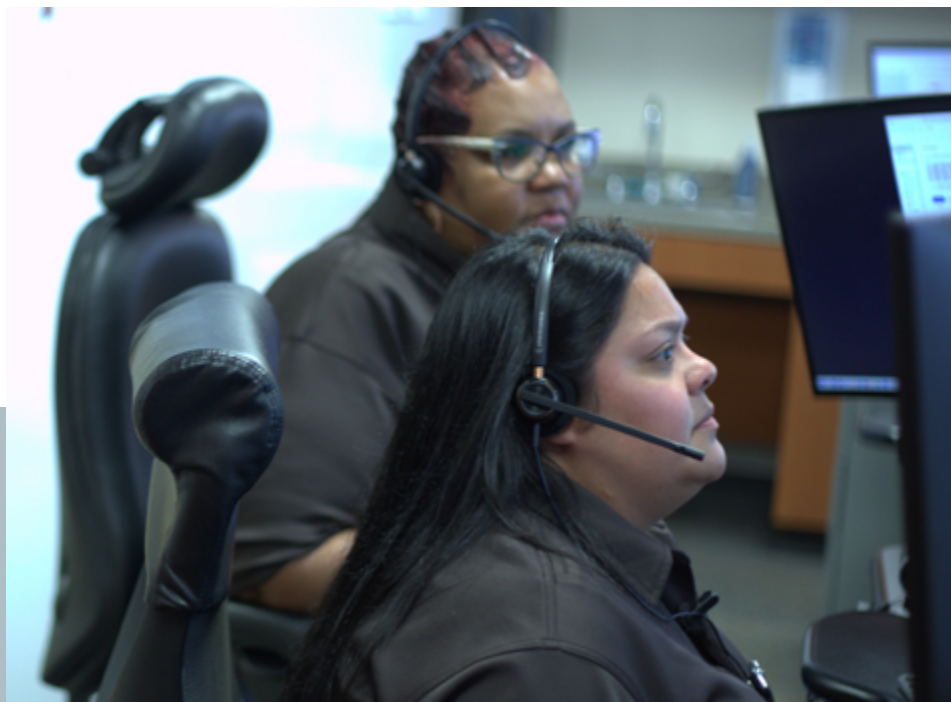
In accordance with the [Stop Campus Hazing Act](#) and [Texas Education Code § 51.936](#), UTHealth Houston is required to provide a Campus Hazing Transparency Report. The report includes information regarding student organizations that have been cited, convicted, or found responsible for hazing within the previous three years. The report is updated twice annually, remains publicly available for at least five years, and does not include personally identifiable information. For more information, visit <https://www.utph.org/reports/campus-hazing-transparency-report>.

Related Laws and Policies

The university's prohibition of hazing is informed by and consistent with applicable federal and state law, as well as The University of Texas System rules, and institutional policy, including:

- [Stop Campus Hazing Act - Public Law No. 118-173](#)
- [Texas Education Code, Higher Education, Hazing \(Section 51.936\)](#)
- [Texas Education Code, Chapter 37, Subchapter F. Hazing](#)
- [Rules and Regulations of the Board of Regents of The University of Texas System - Series 50101, Section 2.8](#)
- [HOOP Policy 186: Student Conduct and Discipline Policy](#)
- [HOOP Policy 186: Appendix C, Hazing](#)

Lead Police Telecommunicators Crystal Orozco and Angel Sanders work collaboratively in the Risk Operations Center, demonstrating the teamwork, communication, and coordination that are essential to supporting public safety operations.



Emergency Response and Evacuation

UTHealth Houston's [Emergency Management Plan](#) is a multi-hazard plan that addresses the mitigation, preparedness, response, and recovery either directly or through reference to other specific plans or appendices such as the Business Continuity Plan, IT Disaster Recovery Plan, Employee Assistance Program (EAP) Plan, UTHealth Houston Behavioral Sciences Campus emergency plan,

UT Physicians emergency plan, departmental plans, or other emergency-related plans.

The scope of the emergency management plan is to define emergency situations, to categorize levels of emergencies and to provide procedures to prevent, prepare, respond to, and mitigate emergency situations in a safe, orderly, and efficient manner.

For additional information, see [HOOP Policy 39, Campus and Workplace Violence Prevention](#); [HOOP Policy 85, Controlled Access Status for Emergency, Disaster or Severe Weather](#); [HOOP Policy 87, Reporting Criminal Activity to Campus Police](#); [HOOP Policy 141, Emergency Management and Business Continuity Plans](#).

Mitigation

UTHealth Houston is committed to programs that mitigate or prevent emergency situations. The Department of Facilities Operations and Auxiliary Enterprises are engaged in proactive maintenance of building systems and infrastructure. The

Department of Information Technology has procedures in place for maintaining the institution's network infrastructure and critical data. Environmental Health and Safety conducts routine surveillance, fire protection system testing, safety training

for individuals on campus, and routine drills and exercises which are designed for assessment and evaluation of emergency plans and capabilities.

Preparedness

The [emergency management plan](#) is a multi-hazard plan that is available to all UTHealth Houston personnel through the [UTHealth Houston website](#), and hard copies are provided to all executive team members and the emergency control team. Each department is required to develop specific plans that address their unique needs and potential situations. UTHealth Houston conducts drills at least

annually that exercise this plan in order to assist employees and students in understanding how to respond to emergencies. The drills may include fire evacuation, hurricane and flooding, and bomb threat response, for example, to help our campus population anticipate potential situations. The drills may be announced or unannounced to the institutional community. Testing of the

UTHealth Houston ALERT text-based emergency communication system is also conducted twice per year. Records of emergency drills are maintained by Environmental Health and Safety and includes documentation of the drill date, drill type, lesson learned, and after-action responsibilities to improve any processes.

Response

Response actions for the highest ranking items on the UTHealth Houston's potential emergency situations risk assessment matrix are included within the plan. Information included assists employees, students, and visitors

in responding to emergency situations and evacuating to a safe location when necessary. Quick reference information from the plan can now be obtained on a mobile smart device using the UTHealth Houston mobile app

in the "Safety and Emergency Information" section.

Recovery

UTHealth Houston has established business continuity plans for each of the 11 key units and services that provide the necessary infrastructure for the institution to continue to have critical processes function in the event of an emergency or return to operation as soon as possible. Additionally, business continuity plans have been developed for each of the

seven schools. The institution also has pre-established contracts with local vendors that provide hazard response and mitigation services, a mutual-aid agreement with the other UT System institutions for assistance, and insurance coverage where available and financially feasible.

Because each emergency situation is different, the UTHealth Houston Employee Assistance Programs (EAP) customizes its responses so that they may address the specific needs of each situation. Further information on the EAP's internal plan of operations to provide support in the aftermath of an emergency event can be obtained from the EAP at 713-500-3327.

Incident Command Responsibility

A single event or any combination of events can trigger possible emergency level escalation. Severity level escalation decisions are made by the UTHealth Houston Executive Control Team. The Executive Control Team consists of the following members:

- UTHealth Houston President
- Executive Vice President, Chief Business Affairs and Strategy Officer
- Executive Vice President, Health Affairs
- Senior Vice President, Provost, and Chief Academic Officer
- Senior Vice President, Finance and Business Services and Chief Financial Officer
- Senior Vice President, Research Strategy and Innovation
- Vice President, Chief of Police and Chief Security Officer
- Vice President, Facilities Operations and Auxiliary Enterprises

- Vice President, Safety, Health, Environment, and Risk Management

It is the responsibility of the President, in consultation with the Executive Control Team, to activate a controlled access condition. Access controls will be implemented. Under certain circumstances, only Category 1 essential personnel will be granted unescorted access to university facilities during periods of controlled access. Other individuals may be granted entry into the university on a case-by-case basis. These individuals must check in and out at designated check points.

Ride-out teams may be necessary for certain emergencies—for example, during hurricanes—to help protect and/or minimize damage to university property and to ensure continuity of business. Ride-out teams will consist of designated essential personnel who will either physically remain

on campus or be stationed in a remote setting to provide service throughout the emergency event. Necessary accommodations for ride out team members to effectively perform their jobs should be made in advance of the emergency event.

All departments are required to develop and maintain a written departmental emergency management plan and business continuity plan to address the department's specific needs outside of the context of the larger university plans. Departmental plans shall be reviewed and updated as necessary or at least annually. Departmental plans must be consistent with the university [Emergency Management Plans](#) and [Business Continuity Plans](#) and shall not conflict with university plans.

The university will comply with all local, state, and federal mandates and orders during emergencies such as mandatory evacuations. The university

[Emergency Management Plan](#)

shall be consistent with the National Incident Management System. The Incident Command System (as defined by the Federal Emergency Management Agency) shall be used as necessary during emergency situations.

All employees are required to familiarize themselves with their roles and responsibilities during an emergency.

Response to an Emergency

There are several groups at UTHealth Houston that play a key role in emergency response and are part of the Emergency Control Team. Each group has specific responsibilities under the plan, including confirming emergency situations as described in the Emergency Management Plan and communication to the UTHealth Houston Executive Control Team to inform them of the emergency situation.

UT Police – Maintains the Risk Operations Center. Monitors emergency situations and receives notification of emergencies through the Risk Operations Center and will contact the appropriate response personnel. UT Police will secure the area, control the scene, confirm emergency situations, and provide communications as needed.

Facilities, Operations, and Auxiliary Enterprises – Assists in monitoring and confirming emergency situations, inclusive of auxiliary buildings. Once notified of an emergency, they will report to the scene

and assist with evacuations, mechanical shutdowns, and damage assessment, and will inform, update, and make recommendations to the vice president of Safety, Health, Environment, and Risk Management.

Safety, Health, Environment, and Risk Management – Upon notification, they will report to the scene and assist with evacuations, confirm emergency situations, survey the affected area to ascertain the presence of any chemical, radiological, biological, or physical hazards, handle hazardous materials, assist in securing the area and make recommendations to the appropriate level of authority as needed.

Center for Laboratory Animal Medicine and Care (CLAMC) – CLAMC is responsible for the health and well-being of laboratory animals used for the institution's biomedical research programs. The director of CLAMC will enact the Association for Assessment and Accreditation of Laboratory

Animal Care emergency response plan when the institution's animal resources are at risk.

Office of Marketing and Communications – Upon notification, the Marketing and Communications team will update information sources and initiate emergency communications as necessary. They will update and inform the executive team as necessary.

Information Technology – Upon notification, they will protect and back up information resources as necessary as prescribed in the IT disaster plan.

Emergency Levels

The emergency management plan describes types of emergencies that could foreseeably impact UTHealth Houston.

Emergency response is based on a severity levels scale of 1-3, with Level 1 emergencies affecting a small, localized area or a single department and Level 3

emergencies affecting an entire complex or two or more structures.

A Level 1 emergency will be made on the authority of any of the following parties: the Executive Control Team, Facilities Operations and Auxiliary Enterprises, UT Police, or Environmental Health and Safety. The assignment

of response Levels 2 and 3 emergencies will be made on the authority of the Executive Control Team. All decisions about emergency levels will be made based on recommendations by the above listed groups to the Executive Control Team regarding the emergency experience being observed at the time.

Building Evacuation

Any decision to evacuate a UTHealth Houston building will be made by the Executive Control Team. If the emergency is immediately life-threatening or threatens to damage a significant portion of UTHealth Houston property, a member of the emergency control team or their designee may make the decision to evacuate. In certain emergency situations, evacuation may not be the best action; instead, building occupants may be instructed to shelter in place.

Upon the decision to evacuate a UTHealth Houston facility, occupants may be notified by the building fire alarm system, UTHealth Houston ALERT emergency text message, or

through direct communication by any of the following parties: Area Safety Liaisons, Environmental Health and Safety, UT Police, or Facilities Operations and Auxiliary Enterprises personnel. Content development for notifications is verified through department leadership for each of these groups.

Employees should secure their work area. Laboratory personnel should turn off equipment and any compressed or natural gas, and secure any hazardous materials, if applicable. Employees should take all personal belongings with them when they evacuate the building, as re-entry may not be allowed for an extended period of time.

Building occupants shall move to a safe location away from the affected building. Occupants should contact their Area Safety Liaison or consult their departmental emergency plan for designated emergency evacuation meeting locations. A listing of Area Safety Liaisons, by building, is available on the [Environmental Health and Safety website](#).

Status reports concerning the building will be made to the Emergency Operations Center by Facilities Operations and Auxiliary Enterprises, Environmental Health and Safety, Office of Marketing and Communications, and/or UT Police.

Emergencies in Adjacent Facilities

When UTHealth Houston is notified of an emergency in an adjacent facility or institution that may affect UTHealth Houston personnel and/or buildings, communications will be established with the facility or the Texas Medical Center to determine the exact nature of

the emergency and the control measures being taken.

This will be the responsibility of the vice president of Facilities Operations and Auxiliary Enterprises, Environmental Health and Safety, UT Police, or

designee. Information regarding the emergency will be provided to the executive team, who will declare the appropriate emergency response level.

Emergency Communications

The Office of Marketing and Communications is responsible for managing all external and internal communications before, during, and immediately after an emergency. Marketing and Communications will be responsible for communicating the emergency information on the UTHealth Houston emergency information website (uthealthhoustonemergency.org), the emergency information phone lines 713-500-9996 and 713-500-5001, building lobby screens, and the university's social media accounts. In addition to the emergency information website (uthealthhoustonemergency.org) being a public-facing webpage, the Media Relations team within Marketing and Communications will also communicate to local news outlets as appropriate to inform the public about any associated risks. Environmental Health and Safety, UT Police, or Facilities Operations and Auxiliary Enterprises will be responsible for utilizing the buildings' fire alarm public announcement system or megaphones as necessary to communicate emergency information.

UT Police, Marketing and Communications, or Environmental Health and Safety all have the

ability to send emergency text messages via UTHealth Houston ALERT, for imminent threats such as tornadoes and armed intruder or active shooter on campus, or for when there is a change in university status as a result of an incident.

In the event of an imminent threat, emergency control team approval is not necessary for UT Police, Environmental Health and Safety, or Marketing and Communications to send a campuswide text message.

Marketing and Communications in cooperation with the emergency control team will determine the appropriate schools, buildings, or areas that need to receive the emergency notification. The content of any emergency notification and initiation of notification will be approved by the Executive Control Team or an emergency control team member if executive leadership is unavailable. Pre-scripted messages are available for use to distribute in a short amount of time and may be modified as necessary based on the circumstances of an emergency.

The institution will, without delay, and taking into account the safety

of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Some emergency situations will warrant communication with local, state, and/or federal agencies. The decision to contact these agencies will be made by the incident commander of the emergency, and the appropriate department head will be assigned to contact the respective agency. The UT System will be the primary conduit for state-level communications.

UTHealth Houston publishes its Emergency Management Plan at least annually, which includes emergency response and evacuation procedures. The emergency management plan and the emergency response and evacuation procedures are communicated to students and staff through mass emails, the university website, the university mobile app, fire drills, safety trainings, and new student and employee orientation.

Testing the Emergency Response System

All buildings on campus, with the exception of University Housing, have at least annual fire drills to test emergency response, evacuation procedures, and capabilities. Fire drills are publicized to building occupants by Environmental Health and Safety, and any identified deficiencies are documented, and corrective actions are implemented. An annual drill for hurricane preparedness and procedures to close the institutional flood gates is conducted prior to the annual

hurricane season. The UTHealth Houston ALERT mass notification system is tested twice a year by sending a test message to everyone who has self-enrolled into the system. All new students and employees are automatically enrolled in the system through the registration process. In addition, emergency response tabletop drills are conducted at least annually with the Executive Control Team and emergency control team.

Members of the Uniformed Security Operations team pose with Public Safety Officer of the Year Alyssa Tinoco (center, white blouse) during the Promotions and Awards Ceremony, and celebrate her exceptional service, professionalism, and commitment to the community.



2026 FIRE SAFETY REPORT

(Containing crime statistics for 2023-2025)

Prepared by
UTHealth Houston Office of
Environmental Health & Safety

The University of Texas Health Science Center at Houston (UTHealth Houston)

The [Higher Education Opportunity Act](#) (HEOA) was signed into law in 2008 and contains various vital safety components. One of the main provisions of the HEOA is the Campus Fire Safety Right-to-Know Act. This provision calls for all Title IV-eligible institutions that participate in the Title IV programs and maintain on-campus student housing facilities to publish an annual fire safety report that outlines fire safety systems, policies, practices, and statistics for campus housing.

The annual Fire Safety Report and statistical information is developed and maintained by Environmental Health and Safety and discloses all information required by HEOA as it relates to UTHealth Houston.

Description of Facilities

In 2024, on-campus student housing facilities at UTHealth Houston consisted of The University of Texas New Student Housing (NSH), located at 1885 El

Paseo, Houston, Texas, 77054, The University of Texas Student and Faculty Apartments (SFA), located at 7900 Cambridge, Houston, Texas, 77054, and University Housing 3 (UH3), which also has a physical address of 1885 El Paseo, Houston, Texas 77054. NSH consists of 10 buildings with a total of 307 units. SFA consists of 31 buildings with a total of 500 units. UH3 consists of 4 buildings with a total of 173 units. Collectively, these three (3) housing facilities are referred to as University Housing.

Fire Safety Systems

The fire alarm system is monitored on-site by university personnel and is interconnected to the UT Police Risk Operations Center, which communicates fire alarms to the Houston Fire Department (HFD).

The UH3 fire safety system consists of a fire alarm detection system interconnected to manual fire alarm pull stations located

in exit passageways and a fully protected building-wide automatic fire sprinkler protection system. Residential smoke detectors are provided in each bedroom and living room for all units. Portable fire extinguishers are located in exit passageways. Activation of the fire alarm system will cause audio/visual devices in exit passageways to give notification to residents. Residents are advised to call 911 to report fire incidents and to activate the fire alarm system by pulling the manual fire alarm pull stations in exit passageways to activate the fire alarm, which will notify the building occupants and alert the UT Police Risk Operations Center. The UT Police dispatcher will notify HFD.

The NSH fire safety system consists of a fire alarm detection system interconnected to manual fire alarm pull stations located in exit passageways and an automatic fire sprinkler system providing protection for the entire building. Residential smoke detectors are

provided in each bedroom and living room for all units. Portable fire extinguishers are located in exit passageways. Activation of the fire alarm system will cause audio/visual devices in mobility-impaired units and exit passageways to provide notification to residents. The fire alarm system is monitored on-site by university personnel and is interconnected to the UT Police Risk Operations Center, who communicates fire alarms to the HFD.

The SFA fire safety system consists of a fire alarm detection system interconnected to manual fire alarm pull stations located near the stairwells between apartments. Residential smoke detectors are provided in each bedroom and living room for all units. The SFA complex is not equipped with a fire sprinkler system. Activation of the fire alarm system will cause audio devices in the apartments to give notification to residents. Residents are advised to call 911 to report fire incidents and to activate the fire alarm system by pulling the manual fire alarm pull stations between the apartments near the stairwells to set off the fire alarm, which will notify the building occupants and alert the UT Police Risk Operations Center. The UT Police dispatcher will notify HFD.

In Case of a Fire, Report Fire and Evacuate

If a fire occurs in any housing facility, residents are requested

to take appropriate actions to protect themselves, to call 911 and report the situation from a safe location, and to ensure all other residents are notified of the fire incident by setting off manual fire alarm pull stations as they leave the apartment complex. When reporting the fire to UT Police, residents should provide their name, the nature of the incident and their location. The fire alarm is designed to alert residents and all other occupants. If a fire alarm is audible, the expectation is to heed the warning and evacuate the building immediately and move to an area of refuge. Residents should familiarize themselves with all available exits prior to a fire incident.

Once an area of safety is reached, away from the fire and protected from traffic or activities involved in fighting the fire, re-entry to the fire scene is NOT permitted. Instructions provided by the ranking police and/or fire officials shall be followed.

Fire Alarm and Fire Sprinkler Testing

As required by the Texas State Fire Marshal's Office, the fire alarm and sprinkler testing and inspection are managed in accordance with National Fire Protection Association (NFPA 25 Standard for the Inspection, Testing, and Maintenance of Water-Based Fire Protection Systems and NFPA 72 National Fire Alarm

Code Chapter 10, Inspection, Testing and Maintenance). The UTHealth Houston EHS and Facilities Operations and Auxiliary Enterprises conduct required fire alarm and/or fire sprinkler testing by a licensed contractor through the State of Texas State Fire Marshal's Office.

All efforts are made to provide advanced notice to the residents of these required events.

Fire alarm drills are conducted annually each October in UH3, NSH, and SFA. At least one fire drill is conducted in each building on an annual basis.

Fire Safety

Fire safety and emergency procedure education and policies can be found in the institution's Emergency Management Plan, which is available online at www.uth.edu/safety. University Housing lease documentation provides the policies regarding fire safety specific to University Housing. This documentation specifies where emergency exits and emergency pull stations are located in each apartment phase, and specifies what fire protection devices exist in each phase is equipped with (e.g., smoke detectors, pull stations, fire sprinklers). This documentation also provides guidance regarding the use of barbecue grills. For instance, advisement that grills may not be used indoors, and all barbecue activities must be a minimum of

10 feet away from apartments and exit passageways. University Housing provides guidelines for the use of portable electronic appliances (e.g., toasters, air fryers), and strictly prohibits open flames, smoking, and use of candles in apartments. As a university policy, tobacco use including smoking is strictly prohibited across campus. University Housing distributes educational fire safety pamphlets with the leasing documents.

Any and all fires should be immediately reported by calling 911. Immediately evacuate the area where a fire has occurred, or if instructed by UT Police, Environmental Health and Safety, University Housing personnel, or the Houston Fire Department. Muster points should be 75 feet or greater away from the building in a safe location. Do not return to the University Housing location after a fire until authorized by UT Police, Environmental Health and Safety, University Housing personnel, and/or the Houston Fire department. All fire incidents must be reported to UT Police, EHS, and University Housing personnel. Subsequently, a report is prepared and submitted to the Texas State Fire Marshal District 3 Fire Investigator for all reportable fire events.

University Housing is subject to inspections by the State Fire Marshal's Office. The District 3 inspector visited UH3 in 2017, and UH3, NSH and SFA in early 2019.

Annual Fire Statistics and Daily Fire Report Log

The Annual Fire Statistics are developed from the UTHealth Houston Fire Report Log, which is developed and maintained by EHS to provide concise and accurate information related to fire incidents which have occurred at UH3, NSH, and SFA. For the purpose of the Fire Report Log, a fire is "...any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner."

Each day, UT Police publishes a Daily Fire Log that is available to the public. The log identifies the nature of the fire, the general location, date/time the fire occurred, and date/time the fire was reported to UT Police. You may obtain a copy of the Daily Fire Log at UT Police, 7777 Knight Road, Houston, Texas 77054, during normal business hours (8 a.m. to 5 p.m., Monday through Friday) or you may ask the Office of Environmental Health and Safety located at 1851 Crosspoint Avenue, OCB 1.330, Houston, Texas 77054.

For more information on the Fire Report Log and other safety-related topics, visit the [UTHealth Houston Environmental Health and Safety website](#) or contact EHS at 713-500-8100.

Plans for Future Improvements in University Housing Fire Safety

- Continue to provide fire safety educational opportunities to University Housing occupants to increase fire safety awareness.
- Explore further methods of protecting SFA from fire hazards.

2026 Annual Security and Fire Safety Reports

SFA Annual Summary

For the calendar years 2023, 2024, and 2025 (January-December) there was one (1) recordable fire incident at The University of Texas Student and Faculty Apartments (SFA) at 7900 Cambridge, Houston, Texas 77054. In May 2024, a tenant reported the presence of smoke at the beginning stages of an electrical fire at an electrical outlet, and the fire was quickly extinguished using a fire extinguisher, which resulted in minimal overall damage (~\$14,000 total property damage) and no injuries. The Houston Fire Department cleared the scene shortly thereafter.

THE UNIVERSITY OF TEXAS STUDENT AND FACULTY APARTMENTS (SFA) 7900 CAMBRIDGE 2026 ANNUAL SECURITY AND FIRE SAFETY REPORTS 2023-2025 FIRE STATISTICS

Cause of Fire	Total Fire			Deaths			Injuries			Damages		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Unintentional Fire	0	0	0	0	0	0	0	0	0	0	0	0
Cooking	0	0	0	0	0	0	0	0	0	0	0	0
Smoking Materials	0	0	0	0	0	0	0	0	0	0	0	0
Open Flames	0	0	0	0	0	0	0	0	0	0	0	0
Electrical	0	1	0	0	0	0	0	0	0	0	1	0
Heating Equipment	0	0	0	0	0	0	0	0	0	0	0	0
Hazardous Produce	0	0	0	0	0	0	0	0	0	0	0	0
Machinery/Industrial	0	0	0	0	0	0	0	0	0	0	0	0
Natural	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Intentional Fire	0	0	0	0	0	0	0	0	0	0	0	0
Undetermined Fire	0	0	0	0	0	0	0	0	0	0	0	0

Notes

Fire: Any instance of open flame or burning in a place not intended to contain the burning or in an uncontrolled manner.

Deaths: The number of deaths related to the fire.

Injuries: The number of injuries related to the fire that resulted in treatment at a medical facility.

Damage: The value of property damage related to the fire.

2026 Annual Security and Fire Safety Reports

NSH Annual Summary

For the calendar years 2023, 2024 and 2025 (January-December), there were no recordable fire incidents at The University of Texas New Student Housing (NSH) located at 1885 El Paseo, Houston, Texas 77054.

THE UNIVERSITY OF TEXAS NEW STUDENT HOUSING (NSH)
1885 EL PASEO
2026 ANNUAL SECURITY AND FIRE SAFETY REPORTS
2023-2025 FIRE STATISTICS

Cause of Fire	Total Fire			Deaths			Injuries			Damages		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Unintentional Fire	0	0	0	0	0	0	0	0	0	0	0	0
Cooking	0	0	0	0	0	0	0	0	0	0	0	0
Smoking Materials	0	0	0	0	0	0	0	0	0	0	0	0
Open Flames	0	0	0	0	0	0	0	0	0	0	0	0
Electrical	0	0	0	0	0	0	0	0	0	0	0	0
Heating Equipment	0	0	0	0	0	0	0	0	0	0	0	0
Hazardous Produce	0	0	0	0	0	0	0	0	0	0	0	0
Machinery/Industrial	0	0	0	0	0	0	0	0	0	0	0	0
Natural	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Intentional Fire	0	0	0	0	0	0	0	0	0	0	0	0
Undetermined Fire	0	0	0	0	0	0	0	0	0	0	0	0

Notes

Fire: Any instance of open flame or burning in a place not intended to contain the burning or in an uncontrolled manner.
Deaths: The number of deaths related to the fire.
Injuries: The number of injuries related to the fire that resulted in treatment at a medical facility.
Damage: The value of property damage related to the fire.

2026 Annual Security and Fire Safety Reports

UH3 Annual Summary

For the calendar years 2023, 2024, and 2025 (January-December), there were no recordable fire incidents at The University of Texas University Housing 3 Apartments (UH3) located at 1885 El Paseo, Houston, Texas 77054.

THE UNIVERSITY OF TEXAS HOUSING 3 APARTMENTS (UH3) 1885 EL PASEO 2026 ANNUAL SECURITY AND FIRE SAFETY REPORTS 2023-2025 FIRE STATISTICS

Cause of Fire	Total Fire			Deaths			Injuries			Damages		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Unintentional Fire	0	0	0	0	0	0	0	0	0	0	0	0
Cooking	0	0	0	0	0	0	0	0	0	0	0	0
Smoking Materials	0	0	0	0	0	0	0	0	0	0	0	0
Open Flames	0	0	0	0	0	0	0	0	0	0	0	0
Electrical	0	0	0	0	0	0	0	0	0	0	0	0
Heating Equipment	0	0	0	0	0	0	0	0	0	0	0	0
Hazardous Produce	0	0	0	0	0	0	0	0	0	0	0	0
Machinery/Industrial	0	0	0	0	0	0	0	0	0	0	0	0
Natural	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Intentional Fire	0	0	0	0	0	0	0	0	0	0	0	0
Undetermined Fire	0	0	0	0	0	0	0	0	0	0	0	0

Notes

Fire: Any instance of open flame or burning in a place not intended to contain the burning or in an uncontrolled manner.

Deaths: The number of deaths related to the fire.

Injuries: The number of injuries related to the fire that resulted in treatment at a medical facility.

Damage: The value of property damage related to the fire.

Appendix A: Definitions

Crime Definitions

a. Aggravated Assault – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It's not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could and probably would result in serious personal injury if the crime were successfully committed.)

b. Arson – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle, aircraft or personal property of another, etc.

c. Burglary (Forcible/Non-Forcible) – The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safe cracking; and all attempts to commit any of the aforementioned.

d. Motor Vehicle Theft – The theft or attempted theft of a motor vehicle. Motor vehicle is any self-propelled vehicle that runs on land surface and not on rails, such as sport utility vehicles, automobiles, trucks, buses, motorcycles, motor scooters, trail bikes, mopeds, all-terrain vehicles, self-propelled motor homes, snowmobiles, golf carts and motorized wheelchairs. (Classified as motor vehicle theft are all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)

e. Murder/Non-negligent Manslaughter – The willful (non-

negligent) killing of one human being by another.

f. Manslaughter by Negligence – The killing of another person through gross negligence.

g. Robbery – The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sexual Assault (Sex Offenses) – An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting Program. Per the National Incident-Based Reporting System User Manual from the FBI Uniform Crime Reporting Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

a. Consent – As defined by [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#), is a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity. Consent to one act doesn't apply consent to another. Consent to engage in sexual activity with one person doesn't imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. Any expression of an unwillingness to engage in any instance of sexual activity establishes a presumptive lack of consent. Consent is not effective if it results from: the use of physical force, a threat of physical force, intimidation, coercion, incapacitation, or any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether to have sexual activity.

- A current or previous dating or sexual relationship by itself is not sufficient to constitute consent. Even in the context of a relationship, there must be a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity. The definition of consent for the crime of sexual assault in Texas can be found in Section 22.011(b) of the Texas Penal Code.

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. 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.

e. Sexual Misconduct – A broad term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. The terms include, but are 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 defined by the applicable policy.

f. Statutory Rape – Sexual intercourse with a person who is under the statutory age of consent.

Hate Crimes

Hate Crime – A crime reported to local police agencies or to a Campus Security Authority that manifests evidence that a victim was intentionally selected because of the perpetrator's bias against the victim. For Clery Act reporting purposes, the possible categories of bias are: actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability. Also, for Clery Act reporting purposes, the following crimes can be hate crimes:

- Murder and Non-Negligent Manslaughter; Rape; Fondling; Incest; Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; Arson.
- Larceny-Theft (Except Motor-Vehicle Theft) – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.
- Simple Assault – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- Intimidation – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other

conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

- Destruction/Damage/Vandalism of Property – To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Categories of Bias

Disability – A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Ethnicity – A preformed negative opinion or attitude toward a group of persons whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

Gender – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender (e.g., male or female).

Gender Identity – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity (bias against transgender or gender non conforming individuals).

National Origin – A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Race – A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, African Americans, whites).

Religion – A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual Orientation – A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic and/or emotional attraction to members of the same and/or opposite sex (e.g., lesbian, gay, bisexual, heterosexual individuals).

Types of Hate Crimes

For purposes of the annual statistical disclosure, hate crimes include any Clery Act reportable offense listed in the above crime definitions and the following additional offenses:

Domestic Violence – A felony or misdemeanor crime of violence committed (A) by a current or former spouse or intimate partner of the victim; (B) by a person with whom the

victim shares a child in common; (C) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (D) 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 (E) 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.

Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (i) The existence of such a relationship shall 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. (ii) For 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.

Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) Fear for the person's safety or the safety of others; or (B) Suffer substantial emotional distress. For the purposes of this definition: (A) 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. (B) Reasonable person means a reasonable person under similar circumstances and with

similar identities to the victim. (C) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Liquor Law Violations – The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug Abuse Violations – The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Weapon Law Violations – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Hazing – The term “hazing” means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of

membership in, a student organization; and

- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Violence Against Women (VAWA) Offenses

Dating Violence – 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 shall be determined based on the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purpose 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 doesn't include acts covered under the definition of domestic violence.

Domestic Violence – A felony or misdemeanor crime of violence committed by (i) a current or former spouse or intimate partner of the victim; (ii) by a person with whom the victim shares a child in common; (iii) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (iv) 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 (v) 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 state of Texas.

Domestic (Family) Violence: includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the domestic or family violence laws of the state of Texas, including the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who: (a) is a current or former spouse or intimate partner of the victim, or a person similarly situated to a spouse of the victim; (b) shares a child in common with the victim; (c) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; or (d) commits acts against an adult or youth victim who is protected from those acts under the domestic or family violence laws of the state of Texas.

Stalking – Engaging in a course of conduct directed at a specific person

that would cause a reasonable person to: (a) fear for his or her safety or the safety of others or (b) suffer substantial emotional distress.

For the purpose of this definition:

- a. "*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 specific person or interferes with that person's property.
- b. "*Reasonable person*" means a reasonable person under similar circumstances and with similar identities to the victim.
- c. "*Substantial emotional distress*" means significant mental suffering or anguish that may, but doesn't necessarily, require medical or other professional treatment or counseling.

Note: The definitions of dating violence, domestic violence, sexual assault, stalking, and consent are incorporated into all primary prevention and ongoing awareness programs to ensure participants understand the legal and institutional standards.

Geographic Locations

Public Property – All public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus.

Non-Campus Building or Property – Any building or property owned or controlled by an institutionally recognized (or registered) student organization; or any building or property owned or controlled by the institution, that is used in direct support of, or in relation to, the institution's educational purposes,

is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

On-Campus Property – Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including any building or property that is within or reasonably contiguous with the aforementioned area that is owned by the institution

but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-Campus Student Housing Facilities – Any student housing facility that is owned, controlled, or rented by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.

Jurisdictional Definitions of VAWA Offenses (State Law Definitions)

Family Violence – TX Family Code, Sec. 71.004. FAMILY VIOLENCE.

"Family violence" means:

- (1) 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, but doesn't include defensive measures to protect oneself;
- (2) abuse, as that term is defined by Sections 261.001(1)(C), (E), (G), (H), (I), (J), (K) and (M), by a member of a family or household toward a child of the family or household; or
- (3) dating violence, as that term is defined by Section 71.0021.

Abuse – TX Family Code, Sec. 261.001.

(1) "Abuse" includes the following acts or omissions by a person:

- (A) mental or emotional injury to a child that results in an observable and material impairment in the child's growth, development, or psychological functioning;
- (B) causing or permitting the child to be in a situation in which the child sustains a mental or emotional injury that results in an observable and material impairment in the child's growth, development, or psychological functioning;
- (C) physical injury that results in substantial harm to the child, or the genuine threat of substantial harm from physical injury to the child, including an injury that is at variance with the history or

explanation given and excluding an accident or reasonable discipline by a parent, guardian, or managing or possessory conservator that does not expose the child to a substantial risk of harm;

(D) failure to make a reasonable effort to prevent an action by another person that results in physical injury that results in substantial harm to the child;

(E) sexual conduct harmful to a child's mental, emotional, or physical welfare, including conduct that constitutes the offense of continuous sexual abuse of young child or children under Section 21.02, Penal Code; indecency with a child under Section 21.11, Penal Code, sexual assault under Section 22.011, Penal Code; or aggravated sexual assault under Section 22.021, Penal Code;

(F) failure to make a reasonable effort to prevent sexual conduct harmful to a child;

(G) compelling or encouraging the child to engage in sexual conduct as defined by Section 43.01, Penal Code, including compelling or encouraging the child in a manner that constitutes an offense of trafficking of persons under Section 20A.02(a)(7) or (8), Penal Code; prostitution under Section 43.02(b), Penal Code; or compelling prostitution under Section 43.05(a) (2), Penal Code;

(H) causing, permitting, encouraging, engaging in, or allowing the photographing, filming, or depicting of the child if the person knew or should have known that the resulting photograph, film, or depiction of the child is obscene as defined by Section 43.21, Penal Code, or pornographic;

(I) the current use by a person of a controlled substance as defined by Chapter 481, Health and Safety Code, in a manner or to the extent that the use results in physical, mental, or emotional injury to a child;

(J) causing, expressly permitting, or encouraging a child to use a controlled substance as defined by Chapter 481, Health and Safety Code;

(K) causing, permitting, encouraging, engaging in, or allowing a sexual performance by a child as defined by Section 43.25, Penal Code;

(L) knowingly causing, permitting, encouraging, engaging in, or allowing a child to be trafficked in a manner punishable as an offense under Section 20A.02(a)(5), (6), (7), or (8), Penal Code, or the failure to make a reasonable effort to prevent a child from being trafficked in a manner punishable as an offense under any of those sections; or

(M) forcing or coercing a child to enter into a marriage.

Family – TX Family Code, Sec. 71.003. FAMILY. "Family" includes individuals related by consanguinity or affinity, as determined under Sections 573.022 and 573.024, Government Code; individuals who are former spouses of each other; individuals who are the parents of the same child, without regard to marriage; and a foster child and foster parent, without regard to whether those individuals reside together.

Household – TX Family Code, Sec. 71.005. Household. "Household" means a unit composed of persons living together in the same dwelling,

without regard to whether they are related to each other.

Member of a Household – TX Family Code, Sec. 71.006. "Member of a household" includes a person who previously lived in a household.

Dating Violence – TX Family Code, Sec. 71.0021. DATING VIOLENCE. (a) "Dating violence" means an act, other than a defensive measure to protect oneself, by an actor that:

(1) is committed against a victim or applicant for a protective order

(A) with whom the actor has or has had a dating relationship; or

(B) because of the victim's or applicant's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and

(2) is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim or applicant in fear of imminent physical harm, bodily injury, assault, or sexual assault.

(b) For purposes of this title, "dating relationship" means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of:

(1) the length of the relationship;

(2) the nature of the relationship; and

(3) the frequency and type of interaction between the persons involved in the relationship.

(c) A casual acquaintanceship or ordinary fraternization in a business or social context doesn't constitute a "dating relationship" under Subsection (b).

Stalking – TX Penal Code Sec. 42.072. STALKING.

(a) A person commits an offense if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that:

(1) constitutes an offense under Section 42.07 (Harassment), or that the actor knows or reasonably should know the other person will regard as threatening:

(A) bodily injury or death for the other person; or

(B) that an offense will be committed against: (i) a member of the other person's family or household; (ii) an individual with whom the other person has a dating relationship; or (iii) the other person's property;

(2) causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship:

(A) to be placed in fear of bodily injury or death or in fear that an offense will be committed against the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship, or the other person's property; or

(B) feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended

(3) would cause a reasonable person under circumstances similar to the circumstances of the other person to:

(A) fear bodily injury or death for the person;

(B) fear that an offense will be committed against a member of the person's family or household or an individual with whom the person has a dating relationship;

(C) fear that an offense will be committed against the person's property; or

(D) feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended.

(b) An offense under this section is a felony of the third degree, except that the offense is a felony of the second degree if the actor has previously been convicted of an offense under this section or of an offense under any of the following laws that contains elements that are substantially similar to the elements of an offense under this section:

(1) the laws of another state;

(2) the laws of a federally recognized Indian tribe;

(3) the laws of a territory of the United States; or

(4) federal law.

(c) For purposes of this section, a trier of fact may find that different types of conduct described by Subsection (a), if engaged in on more than one occasion, constitute conduct that is engaged in pursuant to the same scheme or course of conduct.

(d) In this section:

(1) “Dating relationship,” “family,” “household,” and “member of a household” have the meanings assigned by Chapter 71, Family Code.

(2) “Property” includes a pet, companion animal, or assistance animal, as defined by Section [121.002](#), Human Resources Code.

Sexual Assault – TX Penal Code Sec. 22.011(a)

(a) A person commits an offense if:

(1) the person intentionally or knowingly:

(A) causes the penetration of the anus or sexual organ of another person by any means, without that person’s consent;

(B) causes the penetration of the mouth of another person by the sexual organ of the actor, without that person’s consent; or

(C) causes the sexual organ of another person, without that person’s consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or

(2) regardless of whether the person knows the age of the child at the time of the offense, the person intentionally or knowingly:

(A) causes the penetration of the anus or sexual organ of a child by any means;

(B) causes the penetration of the mouth of a child by the sexual organ of the actor;

(C) causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor;

(D) causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or

(E) causes the mouth of a child to contact the anus or sexual organ of another person, including the actor.

Consent – TX Penal Code Sec. 22.011(b)

(b) A sexual assault under Subsection (a)(1) is without the consent of the other person if:

(1) the actor compels the other person to submit or participate by the use of physical force, violence, or coercion;

(2) the actor compels the other person to submit or participate by threatening to use force or violence against the other person, or to cause harm to the other person, and the other person believes that the actor has the present ability to execute the threat;

(3) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist;

(4) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it;

(5) the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring;

(6) the actor has intentionally impaired the other person's power to appraise or control the other person's conduct by administering any substance without the other

person's knowledge;

(7) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat;

(8) the actor is a public servant who coerces the other person to submit or participate;

(9) the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor;

(10) the actor is a clergyman who causes the other person to submit or participate by exploiting the other person's emotional dependency on the clergyman in the clergyman's professional character as spiritual adviser; or

(11) the actor is an employee of a facility where the other person is a resident, unless the employee and resident are formally or informally married to each other under Chapter 2, Family Code.

(12) the actor is a health care services provider who, in the course of performing an assisted reproduction procedure on the other person, uses human reproductive material from a donor knowing that the other person has not expressly consented to the use of material from that donor.

(13) the actor is a coach or tutor who causes the other person to submit or participate by using the actor's power or influence to exploit the

other person's dependency on the actor; or

(14) the actor is a caregiver hired to assist the other person with activities of daily life and causes the other person to submit or participate by exploiting the other person's dependency on the actor.

(c) In this section:

(1) "Child" means a person younger than 17 years of age.

(2) "Spouse" means a person who is legally married to another.

(3) "Health care services provider" means:

(A) a physician licensed under Subtitle B, Title 3, Occupations Code;

(B) a chiropractor licensed under Chapter 201, Occupations Code;

(C) a physical therapist licensed under Chapter 453, Occupations Code;

(D) a physician assistant licensed under Chapter 204, Occupations Code; or

(E) a registered nurse, a vocational nurse, or an advanced practice nurse licensed under Chapter 301, Occupations Code.

(4) "Mental health services provider" means an individual, licensed or unlicensed, who performs or purports to perform mental health services, including a:

(A) licensed social worker as defined by Section 505.002, Occupations Code;

(B) chemical dependency counselor as defined by Section 504.001, Occupations Code;

(C) licensed professional counselor

as defined by Section 503.002, Occupations Code;

(D) licensed marriage and family therapist as defined by Section 502.002, Occupations Code;

(E) member of the clergy;

(F) psychologist offering psychological services as defined by Section 501.003, Occupations Code; or

(G) special officer for mental health assignment certified under Section 1701.404, Occupations Code.

(5) "Employee of a facility" means a person who is an employee of a facility defined by Section 250.001, Health and Safety Code, or any other person who provides services for a facility for compensation, including a contract laborer.

(6) "Assisted reproduction" and "donor" have the meanings assigned by Section 160.102, Family Code.

(7) "Human reproductive material" means: (A) a human spermatozoon or ovum; or (B) a human organism at any stage of development from fertilized ovum to embryo.

Indecent Assault (Fondling) – TX
Penal Code, Sec. 22.012.

(a) A person commits an offense if, without the other person's consent and with the intent to arouse or gratify the sexual desire of any person, the person:

(1) touches the anus, breast, or any part of the genitals of another person;

(2) touches another person with the anus, breast, or any part of the genitals of any person;

(3) exposes or attempts to expose another person's genitals, pubic area, anus, buttocks, or female areola; or

(4) causes another person to contact the blood, seminal fluid, vaginal fluid, saliva, urine, or feces of any person.

Penalties

PENALTIES UNDER STATE (TEXAS) LAW

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture or delivery of controlled substances (drugs)	Confinement in state jail for a term of not more than 2 years or less than 180 days, and a fine not to exceed \$10,000	Felony of the first degree and confinement in TDCJ for life or for a term of not more than 99 years nor less than 15 years, and a fine not to exceed \$250,000
Possession of controlled substances (drugs)	Confinement in state jail for a term of not more than 2 years or less than 180 days, a fine not to exceed \$2,000, or both	Confinement in TDCJ for life or for a term of not more than 99 years nor less than 15 years, and a fine not to exceed \$250,000
Delivery of marijuana (with THC >0.3%)	Confinement in county jail for a term of not more than 180 days, a fine not to exceed \$2,000, or both	Confinement in TDCJ for life or for a term of not more than 99 years nor less than 10 years, and a fine not to exceed \$100,000
Possession of marijuana (with TCH >0.3%)	Confinement in county jail for a term of not more than 180 days, a fine not to exceed \$2,000 or both	Confinement in TDCJ for life or for a term of not more than 99 years nor less than 5 years, and a fine not to exceed \$50,000
Driving while intoxicated (includes intoxication from alcohol, drugs, or both)	Confinement in county jail for a term of not more than 180 days nor less than 72 hours, a fine of not more than \$2,000, or both	Imprisonment for a term of not more than 20 years nor less than 2 years, and a fine not to exceed \$10,000
Public intoxication	A fine not to exceed \$500	Varies with age and number of offenses
Purchase of alcohol by a minor	A fine not to exceed \$500 and attendance at an alcohol awareness program	A fine of not less than \$250 or more than \$2,000, confinement in jail for a term not to exceed 180 days or both the fine and confinement, community service of 8 to 40 hours, suspension of Driver's License for 30 to 180 days
Consumption or possession of alcohol by a minor	A fine not to exceed \$500 and attendance at an alcohol awareness program	A fine of not less than \$250 or more than \$2,000, confinement in jail for a term not to exceed 180 days or both the fine and the confinement, community service of 8 to 40 hours, suspension of Driver's License for 30 to 180 days

PENALTIES UNDER FEDERAL LAW

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture, distribution or dispensing of drugs (including marijuana)	A term of imprisonment for up to 3 years and a fine of \$250,000	Varies with amount manufactured, distributed, or dispensed
Possession of drugs (including marijuana)	Imprisonment for not more than one year, a fine of not less than \$1,000, or both	Varies with amount possessed
Operation of a Common Carrier under the influence of alcohol or drugs	Imprisonment for up to 15 years, a fine, or both	Imprisonment for up to 15 years, a fine, or both

The federal penalties quoted in these charts are based upon language contained in the applicable federal statutes creating criminal offenses regarding controlled substances and are subject to change at any time. However, there are additional factors in the federal sentencing guidelines, including various enhancement provisions for prior offenses.

Title 21 U.S.C. Section 860 provides that the federal statutory penalties double (and in some cases triple) when a controlled substance is distributed (or even possessed with intent to distribute) within 1,000 feet of a public university.

TEXAS LAW**Criminal Penalties**

- A Class C misdemeanor is punishable by a fine not to exceed \$500. (*Texas Penal Code § 12.23*)
- A Class B misdemeanor is punishable by a fine not to exceed \$2,000; confinement in jail for a term not to exceed 180 days; or both fine and confinement. (*Texas Penal Code § 12.22*)
- A Class A misdemeanor is punishable by a fine not to exceed \$4,000; confinement in jail for a term not to exceed 1 year; or both fine and confinement. (*Texas Penal Code § 12.21*)
- A state jail felony is punishable by confinement in a state jail for any term of not more than 2 years or less than 180 days and by a fine not to exceed \$10,000. (*Texas Penal Code § 12.35*) (Increased to a 3rd degree felony if a deadly weapon is used or exhibited or previously convicted of any felony)
- A 3rd degree felony is punishable by imprisonment for any term of not more than 10 years or less than 2 years and a fine not to exceed \$10,000. (*Texas Penal Code § 12.34*)
- A 2nd degree felony is punishable by imprisonment for any term of not more than 20 years or less than 2 years and a fine not to exceed \$10,000. (*Texas Penal Code § 12.33*)
- A 1st degree felony is punishable by imprisonment for life or for any term of not more than 99 years or less than 5 years and a fine not to exceed \$10,000. (*Texas Penal Code § 12.32*)
- The Texas Penal Code further provides for increased penalties for repeat and habitual felony offenders and misdemeanor offenders. Also, the punishment for an offense will be increased to that prescribed for the next highest category of offense in certain instances if controlled substances are used to commit the offense. (*Texas Penal Code § 12.42, 12.43 and 12.49*)

Offenses

A. Offense of manufacture or delivery of controlled substances

These offenses are set out in Sections 481.112, 481.1121, 481.113, and 481.114, Texas Health and Safety Code, which vary the offense and punishment based upon two factors: the type of drug (which schedule it is listed under) and the quantity of the drug involved in the offense. Controlled substances are added to the schedules each year. Current controlled substance schedules published by the Texas Department of State Health Services can be found at: <https://www.dshs.texas.gov/drug-manufacturers-distributors/schedules-controlled-substances-drug-manufacturers-distributors>.

Section 481.112, Texas Health and Safety Code, deals with manufacture and delivery of controlled substances in Penalty Group 1: less than 1 gram is a state jail felony; 1 gram or more and less than 4 grams is a 2nd degree felony; 4 grams or more and less than 200 grams is a 1st degree felony; 200 grams or more and less than 400 grams is life imprisonment or a term of 10 to 99 years and up to a \$100,000 fine; 400 grams or more is life imprisonment or a term of 15 to 99 years and up to a \$250,000 fine.

Section 481.1121, Texas Health and Safety Code, deals with manufacture and delivery of controlled substances in Penalty Group 1-A: number of abuse units less than 20 is a state jail felony; number of abuse units more than 20 and less than 80 is a 2nd degree felony; number of abuse units more than 80 and less than 4,000 is a 1st degree felony; more than 4,000 units is life imprisonment or a term of 15 to 99 years and up to a \$250,000 fine.

Section 481.113, Texas Health and

Safety Code, deals with manufacture and delivery of controlled substances in Penalty Group 2 or 2-A: less than 1 gram is a state jail felony; 1 gram or more and less than 4 grams is a 2nd degree felony; 4 grams or more and less than 400 grams is a 1st degree felony; and 400 grams or more is life imprisonment or a term of 10 to 99 years and up to a \$100,000 fine.

Section 481.114, Texas Health and Safety Code, deals with manufacture and delivery of controlled substances in Penalty Group 3 or 4: less than 28 grams is a state jail felony; 28 grams or more and less than 200 grams is a 2nd degree felony; 200 grams or more and less than 400 grams is a 1st degree felony; and 400 grams or more is life imprisonment or a term of 10 to 99 years and up to a \$100,000 fine.

B. Offense of Possession of Controlled Substances

These offenses are set out in Sections 481.115, 481.1151, 481.116, 481.117, and 481.118, Texas Health and Safety Code, which vary the offense and punishment based upon two factors: the type of drug (which schedule it is listed under) and the quantity of the drug involved in the offense.

Section 481.115, Texas Health and Safety Code, deals with possession of controlled substances in Penalty Group 1: less than 1 gram is a state jail felony; 1 gram or more and less than 4 grams is a 3rd degree felony; 4 grams or more and less than 200 grams is a 2nd degree felony; 200 grams or more and less than 400 grams is a 1st degree felony; 400 grams or more is life imprisonment or a term of 10 to 99 years and up to a \$100,000 fine.

Section 481.1151, Texas Health and Safety Code, deals with possession of controlled substances in Penalty Group 1-A: number of abuse units less than 20 is a state jail felony;

number of abuse units is 20 or more and less than 80 is a 3rd degree felony; number of abuse units is 80 or more and less than 4,000 is a 2nd degree felony; 4,000 units or more and less than 8,000 units is a 1st degree felony; and 8,000 units or more is life imprisonment or a term of 15 to 99 years and up to a \$250,000 fine.

Section 481.116, Texas Health and Safety Code, deals with possession of controlled substances in Penalty Group 2: less than 1 gram is a state jail felony; 1 gram or more and less than 4 grams is a 3rd degree felony; 4 grams or more and less than 400 grams is a 2nd degree felony; and 400 grams or more is a 1st degree felony and is punishable for life imprisonment or a term of 5 to 99 years and up to a \$50,000 fine.

Section 481.1161, Texas Health and Safety Code, deals with possession of controlled substances in Penalty Group 2-A: 2 ounces or less is a Class B misdemeanor; 4 ounces or less but more than 2 ounces is a Class A misdemeanor; 5 pounds or less but more than 4 ounces is a state jail felony; 50 pounds or less but more than 5 pounds is a 3rd degree felony; 2,000 pounds or less but more than 50 pounds is a 2nd degree felony; and more than 2,000 pounds is a 1st degree felony and is punishable for life imprisonment or a term of 5 to 99 years and up to a \$50,000 fine.

Section 481.117, Texas Health and Safety Code, deals with possession of controlled substances in Penalty Group 3: less than 28 grams is a Class A misdemeanor; 28 grams or more and less than 200 grams is a 3rd degree felony; 200 grams or more and less than 400 grams is a 2nd degree felony; and 400 grams or more is 1st degree felony with life imprisonment or a term of 5 to 99 years and up to a \$50,000 fine.

Section 481.118, Texas Health and

Safety Code, deals with possession of controlled substances in Penalty Group 4: less than 28 grams is a Class B misdemeanor; 28 grams or more and less than 200 grams is a 3rd degree felony; 200 grams or more and less than 400 grams is a 2nd degree felony; 400 grams or more is a 1st degree felony with life imprisonment or a term of 5 to 99 years and up to a \$50,000 fine.

C. Offense of Delivery of Marijuana

Section 481.120, Texas Health and Safety Code, deals with delivery of marijuana offenses: one-fourth ounce or less is a Class B misdemeanor if delivery is without remuneration; one-fourth ounce or less is a Class A misdemeanor, if delivery is for remuneration; more than one-fourth ounce and 5 pounds or less is a state jail felony; 50 pounds or less but more than 5 pounds is a 2nd degree felony; 2,000 pounds or less but more than 50 pounds is a 1st degree felony; and more than 2,000 pounds is life imprisonment or a term of 10 to 99 years and a fine not to exceed \$100,000. Note: The marijuana must contain more than 0.3% THC to become a criminal offense.

D. Offense of Possession of Marijuana

Section 481.121, Texas Health and Safety Code, deals with possession of marijuana offenses: 2 ounces or less is a Class B misdemeanor; more than 2 ounces and 4 ounces and less is a Class A misdemeanor; 5 pounds or less but more than 4 ounces is a state jail felony; 50 pounds or less but more than 5 pounds is a 3rd degree felony; 2,000 pounds or less but more than 50 pounds is a 2nd degree felony; and more than 2,000 pounds is a 1st degree felony with life imprisonment or a term of 5 to 99 years and a fine not to exceed \$50,000. Note: The marijuana must contain more than 0.3% THC to become a criminal

offense. Certain jurisdictions have adopted diversion models for small amounts of marijuana, but those are discretionary based on agreements between local prosecutors and judges only and may not apply to the entire State.

E. Offense of Delivery of Controlled Substance or Marijuana to Minor

Section 481.122, Texas Health and Safety Code, deals with the offense of the delivery of a controlled substance or marijuana to a child (younger than 18 years of age) and provides that the offense is a 2nd degree felony which is punishable by imprisonment for a term of not more than 20 years or less than 2 years and a fine not to exceed \$10,000. Note: The marijuana must contain more than 0.3% THC to become a criminal offense.

F. Offense of Driving with Intoxicated (drugs or alcohol)

Sections 49.04, 49.09, Texas Penal Code, provide that the offense of driving while intoxicated is punishable as a Class B misdemeanor with a minimum term of confinement of 72 hours unless the driver had an open container of alcohol in his possession in which case the offense is a Class B misdemeanor with a minimum term of confinement of 6 days in jail. A Class A misdemeanor if it is shown on trial of an offense of Driving While Intoxicated that an analysis of a specimen of the person's blood, breath, or urine showed an alcohol concentration level of 0.15 or more at the time the analysis was performed. Section 49.045, Driving While Intoxicated with Child Passenger, Texas Penal Code, provides that if a person operates a motor vehicle in a public place while intoxicated and the vehicle is occupied by a passenger who is under 15 years of age, the person commits an offense that is punishable as a State Jail Felony. Section 49.07, Intoxication Assault, Texas Penal Code

provides that if a person, by mistake or accident, causes serious bodily injury to another while operating a motor vehicle in a public place while intoxicated, the offense is punishable as a 3rd degree felony. If the person caused serious bodily injury to a fire fighter or emergency medical services while in the actual discharge of an official duty the offense is punishable as a 2nd degree felony. If the person caused serious bodily injury to a judge or peace officer while discharging an official duty the offense is punishable by a 1st degree felony. Section 49.08, Intoxication Manslaughter, Texas Penal Code, provides that if a person operating a motor vehicle in a public place is intoxicated and by reason of the intoxication causes the death of another by accident or mistake, the offense is punishable as a 2nd degree felony.

G. Offense of Possession of Alcohol in Motor Vehicle

Section 49.031, Texas Penal Code, provides that the penalty for the offense of possession of an open container of an alcoholic beverage in the passenger area of a motor vehicle that is located on a public highway is a Class C misdemeanor, and shall be issued a written citation and notice to appear in lieu of confinement.

H. Offense of Public Intoxication

Section 49.02, Texas Penal Code, provides that the offense of public intoxication in which a person appears in a public place while intoxicated to the degree that the person may endanger himself or another person is punishable as a Class C misdemeanor, unless the person is younger than 21 years old, in which case Sections 106.071 and 106.115, Texas Alcoholic Beverage Code apply and provide for a Class C misdemeanor punishment and attendance at an alcohol awareness program, and if the offender has

been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days and attendance at an alcohol awareness program.

I. Offense of Purchase of Alcohol by a Minor defined

Sections 106.02, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of the purchase of alcohol by a minor (a person under 21 years of age) is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and when the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2,000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days.

J. Offense of Consumption of Alcohol by Minor

Sections 106.04, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of consumption of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days.

K. Offense of Possession of Alcohol by Minor

Sections 106.05, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the possession of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days.

L. Offense of Sale of Alcohol to a Minor

Section 106.03, Texas Alcoholic Beverage Code, provides that the penalty for selling alcohol to a minor is a Class A misdemeanor.

M. Offense of Purchase of Alcohol for a Minor or Furnishing Alcohol to a Minor

Section 106.06, Texas Alcoholic Beverage Code, provides that a person who purchases, or gives, or with criminal negligence, makes available an alcoholic beverage to a minor commits a Class A misdemeanor unless the person is the adult parent, guardian, or spouse of the minor, or an adult in whose custody the minor has been committed by a court and such person is present when the minor possesses or consumes the alcoholic beverage.

N. Offense of Misrepresentation of Age by a Minor to Person Selling or Serving Alcoholic Beverages

Sections 106.07, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the penalty for misrepresentation of age by a minor to a person selling or serving alcoholic beverages is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where the offender is a minor previously convicted twice for alcohol-related offenses, a fine of not less than \$250 or more than \$2,000; confinement in jail for a term not to exceed 180 days; or both fine and imprisonment; community service of 8 to 40 hours; suspension of Texas Driver's License for 30 to 180 days.

Appendix B: HOOP Policy 59:

Prohibition of Sexual Harrassment & Sexual Misconduct

I. POLICY AND GENERAL STATEMENT

The University of Texas Health Science Center at Houston (“University”) is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in education programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act), Violence Against Women Act (VAWA), and Clery Act.

Sexual Misconduct and other conduct prohibited under this Policy will not be tolerated and will be subject to disciplinary action. The University will take appropriate action when any individuals or organizations within its control violate this Policy, including but not limited to, dismissal or separation from the University. The University encourages you to promptly report incidents that could constitute violations of this Policy to the Title IX Coordinator. Responsible Employees as defined below are required to report any violations of this Policy in accordance with Section III.A. Failure to do so may result in separation from the University.

Free Speech. Freedom of speech and principles of academic freedom are central to the mission of institutions of higher education. Constitutionally protected expression cannot be considered Sexual Misconduct under this Policy.

Applicability. This Policy applies to all University administrators, faculty, staff, students, and third parties within the University’s control, including visitors and applicants for admission or employment. The Policy also applies to conduct that occurs:

- on University-owned or -controlled premises (including those buildings owned or leased by officially recognized student organizations); or
- in an education program or activity including University-sponsored or -supported events; or
- off campus when the conduct potentially affects a complainant’s education or employment with the University, or potentially poses a risk of harm to any member of the University community.

It also applies regardless of the gender, gender identity or sexual orientation of the parties.

Prohibited Conduct: Prohibited conduct under this Policy includes:

- Sexual Misconduct: Sex Discrimination; Sexual Harassment; Sexual Assault; Domestic Violence; Dating Violence; Stalking; Sexual Exploitation; and Other Inappropriate Sexual Conduct; and
- Non-Sexual Misconduct: Retaliation; Failure to Report for a Responsible Employee; Interference with the Grievance Process; and False Information and False Complaints.

Allegations of Prohibited Conduct under this Policy will be investigated and adjudicated in accordance with this Policy. The definitions of Prohibited Conduct are in the Definitions Section of this Policy.

II. DEFINITIONS

Coercion: The use of unreasonable pressure to compel another individual to initiate or continue sexual activity against an individual’s will. Coercion can include a wide range of behaviors, including psychological or emotional pressure, physical or emotional threats, intimidation, manipulation, or blackmail that causes the person to engage in unwelcome sexual activity. A person’s words or conduct are sufficient to constitute coercion if they eliminate a reasonable person’s freedom of will and ability to choose whether or not to engage in sexual activity.

Complainant: The individual who is alleged to have been subjected to conduct that could constitute Prohibited Conduct under this Policy.

Confidential Employees: Includes counselors in counseling and psychological Services, health care providers in health services, or clergypersons.

- For students: Counselors and health care providers in Student Health & Counseling Services, or the Office of Academic Ombuds.
- For employees: Counselors in the Office of Employee Assistance Programs and health care providers in UT Health Services.

Additionally, employees who receive information regarding alleged Sexual Misconduct under circumstances that render the employee's communications confidential or privileged under other law (such as attorneys) are also considered "Confidential Employees." This only applies with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies. For designated confidential employees, the employee's "confidential status" is only with respect to information received about alleged Sexual Misconduct in connection with providing those services.

Note: Under state law, Confidential Employees who receive information regarding incidents of Sexual Harassment, Sexual Assault, Dating Violence or Stalking (as defined under state law) committed by or against a student or an employee of the University, are required to report the **type of incident** to the Title IX Coordinator (or Deputy Coordinators). Confidential Employees may not include any information that would violate a student's or employee's expectation of privacy. The Confidential Employee's duty to report an incident under any other law also applies (e.g., Texas Medical Board, Texas Board of Nursing).

Consent: A voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity. Consent to one act does not imply consent to another. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. Any expression of an unwillingness to engage in any instance of sexual activity establishes a presumptive lack of consent.

Consent is not effective if it results from: (a) the use of physical force, (b) a threat of physical force, (c) intimidation, (d) coercion, (e) incapacitation or (f) any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether to have sexual activity.

A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity.

Dating Violence: 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 shall be determined based on the consideration of the following factors:

- The length of the relationship;
- The type of relationship; and
- The frequency of interaction between the persons involved in the relationship.

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

Domestic Violence: Includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the domestic or family violence laws of the state of Texas, including the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:

- is a current or former spouse or intimate partner of the victim, or a person similarly situated to a spouse of the victim; who shares a child in common with the victim;
- is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; or
- commits acts against an adult or youth victim who is protected from those acts under the domestic or family violence laws of the state of Texas.

Domestic Violence, under this Policy, cannot be committed by a person who is simply living together and cohabiting as roommates, if the individuals were not current or former spouses or intimate partners.

Economic Abuse: In the context of Dating and Domestic Violence (defined in this Policy), it means behavior that is coercive, deceptive or unreasonably controls or restrains a person's ability to acquire, use or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to:

- Restrict a person's access to money, assets, credit or financial information;
- Unfairly use a person's personal economic resources, including money, assets and credit for one's own advantage; or
- Exert undue influence over a person's financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianship, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has a fiduciary duty.

Incapacitation: The inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless, either voluntarily or involuntarily, or the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring. An individual may be incapacitated if they are unaware at the time of the incident of where they are, how they got there, or why or how they became engaged in a sexual interaction.

Intimidation: Unlawfully placing another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Other Inappropriate Sexual Conduct: Conduct “on the basis of sex” that does not meet the definition of “Sexual Harassment” under this Policy, but is:

Unwelcome conduct that is objectively offensive and so severe or pervasive that it unreasonably interferes with, limits, or effectively denies a person's ability to participate in or benefit from a University program or activity, or adversely affects the terms and conditions of a person's University employment.

Whether the conduct is “on the basis of sex” will be determined by examining the totality of the circumstances, whether a reasonable person subjected to the conduct would construe the conduct as “on the basis of sex”, and whether the individual subject to the conduct construed it as “on the basis of sex.” Examples of Other Inappropriate Sexual Conduct include, but are not limited to:

- Unwelcome sexual advances (including explicit or implicit proposition(s) of sexual contact or activity); Requests for sexual favors (including overt or subtle pressure);
- Gratuitous comments about an individual's sexual activities or speculation about an individual's sexual experiences;
- Gratuitous comments, jokes, questions, anecdotes or remarks of a sexual nature about clothing or bodies; Persistent, unwanted sexual or romantic attention; or
- Deliberate, repeated humiliation or intimidation. Unwelcome intentional touching of a sexual nature;
- Deliberate physical interference with or restriction of movement;
- Exposure to sexually suggestive visual displays such as photographs, graffiti, posters, calendars or other materials; or
- Consensual sexual conduct that is unprofessional or inappropriate for the educational or workplace environment, such as engaging in sex acts in the workplace.

Participants: The term “participants” includes the Complainant, Respondent, and any witnesses.

Party (or Parties): The term “party” (or “parties”) refers to the “Complainant” and the “Respondent” under this Policy.

Preponderance of the Evidence: The greater weight of the credible evidence. Preponderance of the evidence is the standard for determining allegations of prohibited conduct under this Policy. This standard is satisfied if the action is deemed more likely to have occurred than not to have occurred.

Respondent: The individual who has been reported to be the perpetrator of Prohibited Conduct under this policy.

Responsible Employee: Required to report known incidents and information of Sexual Misconduct promptly to the Title IX Coordinator. All employees (including faculty without salary) are Responsible Employees except Confidential Employees or police officers when a victim uses a pseudonym form (as outlined in Section III.B.1 of this policy). Responsible Employees do not include student workers.

Retaliation: Any adverse action (including but not limited to intimidation, threats, coercion, harassment, or discrimination) taken against someone either (a) because the individual has made a report or filed a Formal Complaint; has supported or provided information in connection with a report or a Formal Complaint; has participated or refused to participate in a Grievance Process under this Policy; or has engaged in other legally protected activities, or (b) for the purpose of interfering with any right or privilege secured under Title IX or this Policy

Sex Discrimination: Occurs when an individual is treated less favorably on the basis of that person's sex (including gender), which may also include on the basis of sexual orientation, gender identity, or expression, pregnancy or pregnancy-related condition, or a sex stereotype. Sexual harassment, as defined in this Policy, is a form of sex discrimination.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape:

- **Rape:** The causing of 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.
- **Fondling:** The causing of intentional touching of the clothed or unclothed genitals, buttocks, groin, breasts, or other body parts of another person, without the person's consent, for the purpose of sexual degradation, gratification, or sexual humiliation.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

Sexual Exploitation: Any nonconsensual or abusive conduct that takes sexual advantage of another person for the purposes of sexual arousal or gratification, financial gain, or other personal benefit. Examples of Sexual Exploitation include, but are not limited to:

- transmitting, distributing, publishing, or threatening to transmit, distribute, or publish photos, video, audio, or other recordings, images, or generated images of a private and sexual nature, including consensual sexual activity, without the consent of the subject (s);
- taking, making, sharing, or directly transmitting photographs, films, digital images, or generated images of the private body parts of another person without that person's consent;
- prostituting another person;
- surreptitiously watching or knowingly allowing another to surreptitiously watch otherwise consensual sexual activity, without consent;
- the intentional removal of a condom or other contraceptive barrier during sexual activity without the consent of a sexual partner;
- threatening to "out" someone based on sexual orientation, gender identity, or gender expression; threatening to harm oneself if the other party does not engage in the sexual activity;
- threatening to disclose sensitive details about one's sexual preferences, habits, and/or experiences; threatening to expose someone's prior sexual activity to another person; or
- knowingly transmitting a sexually transmitted disease (STD) to another person without the person's knowledge.

Sexual Harassment: Conduct "on the basis of sex" that satisfies one or more of the following:

- **Quid Pro Quo:** An employee of the institution conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- **Hostile Environment:** Unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
- "Sexual Assault," "Dating Violence," "Domestic Violence," or "Stalking" as defined in this Policy.

Note: The first and third bullets of this definition are not evaluated for severity, pervasiveness, offensiveness, or denial of equal

educational access. Such conduct is sufficiently serious to deprive a person of equal access. Therefore, any instance of Quid Pro Quo Sexual Harassment or any instance of Sexual Assault, Dating Violence, Domestic Violence, or Stalking are considered Sexual Harassment under this Policy.

Sexual Violence: Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. The term includes, but is not limited to, rape, sexual assault, sexual battery, sexual coercion, sexual abuse, indecency with a child, and/or aggravated sexual assault.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or 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.

Technological Abuse: In the context of Sexual Assault, Domestic Violence, Dating Violence, or Stalking (defined in this Policy), means an act or pattern of behavior that is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces and platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, communication technologies, or any other emerging technologies.

III. PROCEDURE

A. Reporting Incidents

General Statement Empowering Community. This policy distinguishes between reporting Sexual Misconduct incidents on the one hand and filing Formal Complaints on the other. Reporting Sexual Misconduct incidents informs the University of the incident, which allows the institution to provide Supportive Measures (as outlined in Section III.B.3. of this Policy) to the Complainant and does not necessarily result in the initiation of the Grievance Process (as outlined in Section III.C.3. of this Policy). All Complainants who report incidents of Sexual Misconduct will be offered individualized Supportive Measures. If Complainants wish to initiate the Grievance Process, they should file a Formal Complaint. As explained in more detail below (including exceptions and details as to applicability), generally speaking, the Grievance Process may involve an investigation into the incident and a hearing to determine if the Respondent is responsible for the alleged conduct.

1. General Reporting

Any person may report Sexual Misconduct or Non-Sexual Misconduct (as outlined in Section I of this Policy) to the Title IX Coordinator. Individuals are strongly encouraged to report as soon as such conduct is known. Any person may report an incident, whether or not the person reporting is the person alleged to be the victim of the incident, and it can be a verbal or written report to the Title IX Coordinator:

Title IX Office/University Relations and Equal Opportunity

Hours: 8 a.m. to 5 p.m. Monday-Friday Phone: 713-500-CALL (2255)

Email: CALL@uth.tmc.edu

Web report: Discrimination

In person: 7000 Fannin St., Suite 150, Houston, TX 77030

Margaret McNeese, MD

Title IX Coordinator, Vice President of Clinical Human Resources, UTHealth Houston
 Professor, Isabel S. and Ransom C. Lummis Family Professor in Pediatrics, McGovern Medical School
 Office Location: 6431 Fannin St., MSB G.150A, Houston, TX 77030
 Phone: 713-500-5163
 Email: CALL@uth.tmc.edu

Deana Moylan

Deputy Title IX Coordinator Parenting Student Liaison
 Associate Vice President of University Relations and Equal Opportunity, UTHealth Houston
 Office Location: 7000 Fannin St., UCT 150, Houston, TX 77030
 Phone: 713-500-3279
 Email: CALL@uth.tmc.edu

Tiffany Obeng

Deputy Title IX Coordinator
 Sr. Director, Equal Opportunity, UTHealth Houston
 Office Location: 7000 Fannin St., UCT 150, Houston, TX 77030
 Phone: 713-500-2255
 Email: CALL@uth.tmc.edu

Required Reporting

Title IX Coordinator	713-500-CALL (2255)	call@uth.tmc.edu	7000 Fannin, Suite 150 Houston, TX	https://www.uth.edu/ titleix/
Office of Institutional Compliance	Toll-Free Telephone Hotline: English-speaking U.S. and Canada: 833-222-0056 Spanish-speaking U.S. and Canada: 800-216-1288	compliance@uth.tmc.edu https://go.uth.edu/ compliance-hotline	7000 Fannin, Suite 1510, Houston, TX	https://www.uth.edu/ compliance/reporting- issues/hotline.htm
UT Police at Houston	713-792-STOP (7867)		7777 Knight Road Houston, TX 77054	https://www.utph.org/

2. Required Reporting by Responsible Employees

Responsible Employees are required to report known incidents and information of Sexual Misconduct promptly to the Title IX Coordinator, and must include whether a Complainant has expressed a desire for confidentiality in reporting the incident. All employees are Responsible Employees except Confidential Employees or police officers when a victim uses a pseudonym form (as outlined in Section III.B.1 of this Policy). For additional information, see Failure to Report for a Responsible Employee in Section III.C.19 of this Policy.

3. Anonymous Reporting

Individuals (who are not Responsible Employees) may make an anonymous report by telephone, in writing or electronically (<https://go.uth.edu/compliance-hotline>) with the Title IX Office. A person's decision to remain anonymous, however, may greatly limit the University's ability to stop the alleged conduct, collect evidence, or take action against parties accused of violating this Policy.

Anonymous reporting is not an option for fulfilling Responsible Employee Reporting Obligations outlined in Section III.A.2. of this Policy.

4. Reporting to Law Enforcement

Individuals may also file a police report with UTP-H at (713) 792-2890 (non-emergency) or to the City of Houston Police Department at (713) 884-3131 (non-emergency) or 911 (emergency) or to other local law enforcement authorities. The Title IX Office can help individuals contact these law enforcement agencies. Employees and students with protective or restraining orders relevant to a complaint are encouraged to provide a copy to UTP-H.

Criminal Process Separate. Reporting to law enforcement and initiating criminal charges is a separate process from submitting a report or filing a Formal Complaint with the University's Title IX Office. Further, criminal investigations and proceedings are a separate process from the University's Grievance Process under this Policy.

5. Reporting to Outside Entities

You may also contact the following external agencies:

For students:

Office for Civil Rights
U.S. Department of Education
1999 Bryan Street, Suite 1620
Dallas, TX 75201-6810
(214) 661-9600
(214) 661-9587 (fax)

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

For employees:

U.S. Equal Employment Opportunity Commission
Dallas District Office
207 S. Houston Street, 3rd Floor
Dallas, TX 75202
Phone: (972) 918-3580
TTY: (800) 669-6820
FAX: (214) 253-2720
Website: <https://www.eeoc.gov/field-office/dallas/location>

Texas Workforce Commission
Civil Rights Division
101 E. 15th Street
Room 144-T
Austin, TX 78778-0001
Phone: (512) 463-2642
Website: <https://www.twc.texas.gov/programs/civil-rights>

6. Immunity

To encourage reporting of Sexual Misconduct and participation in the Grievance Process, the University will grant immunity for minor policy violations, such as underage possession or consumption of alcohol or use of illicit drugs when related to the alleged Prohibited Conduct under this Policy. Immunity from student and/or employee disciplinary action will be available to a person who acts in good faith in reporting an incident, filing a Formal Complaint, or participating in the Grievance Process. This immunity does not extend to the person's own violations of this Policy.

7. Parties' Rights Regarding Confidentiality

The University has great respect for the privacy of the parties identified in a report or Formal Complaint. Under state law, however, Responsible Employees who receive information of alleged Sexual Misconduct must promptly report that information to the Title IX Coordinator, and therefore, cannot withhold a party's identity (if known), as outlined in Section III.A.2 of this policy. In the course of the Grievance Process, the University may share information only as necessary with people who need to know in compliance with federal and state laws, which may include but are not limited to sharing the identity of the Complainant and Respondent and other relevant information with the investigators, the parties, witnesses, parties' advisors, decision makers, hearing officers, or other relevant individuals, if applicable. The University will take all reasonable steps to ensure there is no retaliation against the parties or any other participants in the investigation or in any other part of the Grievance Process.

Individuals may discuss an incident in strict confidence by using the Confidential Support and Resources, as outlined in Section III.B.2. of this Policy.

8. Complainant's Right to Request Not to Investigate

Under state law, the Complainant has the right to submit a request in writing to the University to not investigate a matter. The University's ability to respond and remedy the matter may be limited if the Complainant does not want the University to proceed with an investigation. Once a written request has been submitted, the University must inform the Complainant of the University's decision whether or not to investigate. Complainants may submit such written requests to the Title IX Coordinator (or designee).

In situations where the University can honor the Complainant's request to not investigate allegations of Sexual Misconduct, the Complainant may still pursue other options, such as the University's Informal Resolution (IR) Process (if available), Supportive Measures, campus resources, and/or community-based services as well, but the University will not take any formal action regarding the Formal Grievance Process at that time.

However, depending on the facts and circumstances, the University may be obligated to investigate further, regardless of the Complainant's request to not investigate a matter. In making determinations regarding requests for confidentiality, Complainants' requests to not investigate, Complainants' requests to dismiss Formal Complaints, and/or requests to not disclose identifying information to Respondents, the Title IX Coordinator (or designee) must deliberately weigh the rights, interests, and safety of the Complainant, the Respondent, and the campus community.

Factors the University must consider when determining whether to investigate allegations of Sexual Misconduct include, but are not limited to:

- The Complainant's request to the University to not investigate the alleged conduct;
- The Complainant's reasonable safety concerns for initiating a Formal Complaint and Formal Grievance Process; The extent to which alleged conduct poses a risk of harm to the Complainant and/or the campus community; The seriousness and severity of the alleged conduct;
- The age and relationship of the parties;
- The scope of the alleged conduct by the Respondent, including other reports of alleged Sexual Misconduct received by the University, pattern-based allegations, alleged ongoing misconduct, or alleged conduct that impacted multiple individuals;
- The availability of relevant evidence to assist a decision-maker in determining whether alleged conduct occurred;
- The status of the Complainant and/or the Respondent within the University and/or whether either party is still a member of the campus community;
- Whether the University could reasonably prevent the conduct's recurrence without initiating a Formal Complaint and Formal Grievance Process; and
- Any other factors the University determines relevant, depending on the facts and circumstances known at that time.

B. Resources and Supportive Measures

1. Immediate Assistance

Healthcare. Individuals who experience sexual 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 be examined by a licensed physician or have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within 5 calendar days (120 hours) 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 an examination or a SAFE even without contacting, or intending to contact, the police. To undergo a SAFE, go directly to the emergency department of the nearest hospital that provides examination by a licensed physician or SAFE services.

For more information about the SAFE, see https://www.texasattorneygeneral.gov/files/cvs/sexual_assault_examination.pdf. The reasonable costs associated with the forensic portion of a SAFE, the evidence collection kit, and other prescribed medical care related to the sexual assault and provided to the victim during the 30-day period following the SAFE should be covered for the victim by the health care provider or reimbursed to the victim, according to the Code of Criminal Procedure.. This does not include fees related to medical treatment that are not a part of the SAFE.

Police Assistance. Individuals who have experienced or witnessed sexual misconduct are encouraged to make a report to the police. The police may, in turn, share the report with the Title IX Office, with the exception of when a pseudonym form is used under the Code of Criminal Procedure for incidents of sexual assault, stalking, family violence and human trafficking. In those instances, where a pseudonym form is used, the police will only report the incident to the Title IX Coordinator but will redact the name and any identifying information about the victim.

A police department's geographic jurisdiction depends on where the incident occurred. Thus, if the incident occurred on the University campus, the individual may file a report with UTP-H by calling (713) 792-2890 or in person at the 7777 Knight Road, Houston, TX headquarters, even if time has passed since the incident occurred.

UTP-H can also assist with applying for any protective orders. Reporting an incident to law enforcement does not mean the case will automatically go to criminal trial or go through a Grievance Process. If UTP-H is called, a police officer will be sent to the scene to take a detailed statement. A police officer or victim services coordinator may also provide the individual with a ride to the hospital. A report may also be filed with the University police even if the assailant was not a University student or employee. If the incident occurred off campus, a report may be filed with the local police department, even if time has passed since the incident occurred. If a report is made to the police, a police officer will usually be dispatched to the location to take a written report. A sexual assault victim will also have an opportunity to have a crime victim liaison, counselor, advocate, or police officer with specialized training be present with the victim during police investigative interviews.

Counseling and Other Services. Individuals who experience Sexual Misconduct are strongly encouraged to seek counseling or medical and psychological care even if the person does not plan to be examined by a licensed physician, request a SAFE or report the incident to the police. Individuals may be prescribed medications to prevent sexually transmitted infections and/or pregnancy even if the police are not contacted, or if an examination or a SAFE is not performed. Similarly, other individuals affected by an incident are encouraged to seek counseling or psychological care.

Individuals may receive medical care at Student Health & Counseling (for students only), at a local emergency room, or by a private physician. Individuals may also be provided with psychological support by the Employee Assistance Program (employees), a referral through the Employee Assistance Program, or a care provider of his or her choice.

Students and Employees desiring counseling should contact:

Student Resources			
Student Health & Counseling	(713) 500-5171 (8am - 5pm) (713) 500-4688 Crisis Hotline (available 24 hours a day)	https://www.uth.edu/studenthealth/index.htm	6410 Fannin St. Suite 130 Houston, TX 77030

Employee Resources			
Employee Assistance Program	(713) 500-3327 (800) 346-3549	https://www.uth.edu/hr/service-areas/employee-assistance-programs	7000 Fannin Street Suite 1670 Houston, TX

Additional Resources. Further information regarding supportive resources can be found on the Title IX website at: <https://www.uth.edu/titleix/support-resources>.

2. Confidential Support and Resources

Students may discuss an incident with Confidential Employees or an off-campus resource (e.g., rape crisis center, licensed physician, psychologist, clergyperson, etc.) without concern that their identity will be reported to the Title IX Office. Employees may also seek assistance from the Employee Assistance Program, their own personal health care provider, the clergyperson of their choice, or an off-campus rape crisis resource without concern that their identity will be reported to the Title IX Office.

The University resources that provide confidential services are:

Student Resources			
Academic Ombuds Office	713-500-3457	Ombuds@uth.tmc.edu	7000 Fannin Street Suite 165-A Houston, TX
Student Health & Counseling	713-500-5171 (8am - 5pm) 713-500-4688 Crisis Hotline (available 24 hours a day)	https://www.uth.edu/studenthealth/index.htm	6410 Fannin St. Suite 130 Houston, TX 77030

Employee Resources			
Employee Assistance Program	713-500-3327 800-346-3549	https://www.uth.edu/hr/service-areas/employee-assistance-programs	7000 Fannin Street Suite 1670 Houston, TX

Additional Resources. Further information regarding supportive resources can be found on the Title IX website at: <https://www.uth.edu/titleix/support-resources>.

3. Supportive Measures

The University will offer reasonably available individualized services, without any fee or charge, to the parties involved in a reported incident of Sexual Misconduct with or without the filing of a Formal Complaint, when applicable.

Examples. Supportive Measures may include, but are not limited to, housing reassignment, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, withdrawal from or retake of a class without penalty, campus escort services, mutual restrictions on contact between the parties, change in work or housing locations, leaves of absences (e.g. academic withdrawal), increased security and monitoring of certain areas of campus, or other similar measures tailored to the

individualized needs of the parties for a reasonably appropriate or relevant timeframe.

Scope. Supportive Measures are non-disciplinary and non-punitive measures that do not unreasonably burden the other

party. Supportive Measures can be utilized and modified throughout the Grievance Process (if applicable) and continue after the conclusion of the Grievance Process, depending on the circumstances.

Any disciplinary or punitive measures may only be implemented following the conclusion of the Grievance Process, unless an emergency removal (as outlined in Section III.C.3.e.) is appropriate.

Confidentiality. The University will maintain the confidentiality of Supportive Measures provided to the parties, to the extent that maintaining such confidentiality does not impair the ability of the University to provide the Supportive Measures.

4. Pregnancy and Related Conditions

The University will provide specific support and coordination to pregnant students and employees to prevent sex- or pregnancy-based discrimination and ensure equal access to the University's education program or activities and work environments (in accordance with the University's relevant policies).

To request more information on available services, contact the Human Resources-Equal Opportunity, 713-500-2255, CALL@uth.tmc.edu, <https://www.uth.edu/hr/service-areas/university-relations-equal-opportunity/pregnant-and-parenting-resources>.

See [HOOP Policy #232 – Pregnant & Parenting Student Nondiscrimination](#) for additional information.

C. Filing a Formal Complaint and Initiating the Grievance Process

1. Key Officials in the Grievance Process

Title IX Coordinator. The Title IX Coordinator is the senior University administrator who oversees the University's compliance with Title IX. The Title IX Coordinator is responsible for administrative response to reports and Formal Complaints of Sexual Misconduct, and other Prohibited Conduct. The Title IX Coordinator is available to discuss the Grievance Process, coordinate Supportive Measures, explain University policies and procedures, and provide education on relevant issues. The Title IX Coordinator may designate one or more Deputy Title IX Coordinators to facilitate these responsibilities. Any member of the University community may contact the Title IX Coordinator with questions.

Informal Resolution Facilitator(s). An informal resolution facilitator is responsible for assisting the parties with navigating the Informal Resolution (IR) process. The facilitators are neutral and impartial, and seek to facilitate a mutually agreeable outcome with the parties that appropriately resolves an alleged policy violation. The Deputy Title IX Coordinators may supervise and advise the informal resolution facilitators when conducting the IR process and update the Title IX Coordinator as necessary to ensure compliance with Title IX.

Investigator(s). The University will ensure that Formal Complaints are properly investigated under this Policy by investigators assigned to the Formal Complaint. The investigators are neutral and impartial and seek to gather evidence and interview relevant witnesses for the investigation. The investigators are responsible for completing an investigation report at the conclusion of the investigation. The Deputy Title IX Coordinators may supervise and advise the Title IX investigators when conducting investigations and update the Title IX Coordinator as necessary to ensure compliance with Title IX.

Hearing Panel. The hearing panel will be comprised of officers and is responsible for conducting the live hearing in an orderly manner, controlling the conduct of all participants and attendees of the hearing, and rendering a written determination regarding responsibility of the Respondent's alleged conduct charges, based on the preponderance of the credible evidence, and in an impartial, neutral, and objective manner.

University Representative at the Hearing. The University representative is responsible for presenting relevant evidence regarding the Formal Complaint at a live hearing. The University representative can present information and witnesses, question witnesses, and provide opening and closing statements at the hearing. The University representative is neutral, impartial, and independent of the investigation and adjudication of the Formal Complaint.

Appellate Officer. An appellate officer may be responsible for an appeal of (a) a Formal Complaint Dismissal; (b) a determination regarding a Respondent's responsibility following a Live Hearing; or (c) sanctions only within a Student's Administrative Disposition. An appellate officer must not have taken part in any other part of the Grievance Process for the same matter, and must render a final decision on the appeal in an impartial, neutral, and objective manner.

2. Applicability of the Grievance Process

The Formal Grievance Process will apply in the following ways:

- a. Respondent is a student.** The Formal Grievance Process in Section III.C.2 through III.C.12 of this Policy applies in the instances where (a) the Respondent is a student (including student employees) at the University at the time of the alleged conduct and (b) where the conduct alleged includes Sexual Harassment as a possible policy violation under this Policy. The Alternative Grievance Process for Students in Section III.C.13. of this Policy applies where (a) the Respondent is a student at the time of the alleged conduct and (b) where the conduct alleged does not include Sexual Harassment as defined under Title IX, but includes other forms of Prohibited Conduct under this Policy.
- b. Respondent is an employee (Faculty, Staff) or Third Party.** For Employees, the Formal Grievance Process in Section III.C.2 through III.C.12 only applies where all of the following conditions are met.
 - The Respondent is an employee at the University at the time of the alleged conduct;
 - The conduct alleged includes Sexual Harassment as a possible violation under this Policy; The alleged conduct occurred against a person in the United States; and
 - Where the Complainant was participating or attempting to participate in an education program or activity at the University. This element is met if the conduct occurred in any of the following: On any University property; During any University activity; In a building owned or controlled by a student organization that is officially recognized by the University; or In instances where the University exercised substantial control over the Respondent and the context in which the alleged conduct occurred.

If all conditions are not met, allegations of Sexual Misconduct will be handled in accordance with HOOP Policy #183 Nondiscrimination, Anti-Harassment and Equal Opportunity.

3. Initiating the Grievance Process

To file a Formal Complaint and thereby initiate the Grievance Process, the Complainant must submit the complaint in writing to the Title IX Coordinator, and in doing so, cannot remain anonymous in the Formal Complaint. The Formal Complaint should include all known details of the alleged conduct that is the subject of the complaint, including the following:

- Complainant's name and contact information;
- Respondent's name;
- Detailed description of the alleged conduct or event that is the basis of the alleged violation under this Policy;
- Date(s), time(s), and location(s) of the alleged occurrence(s);
- Names of any witnesses to the alleged occurrence(s); and
- The resolution sought the Complainant is seeking (if any).

The Complainant may submit any relevant documents or information to the Formal Complaint at the time the Formal Complaint is filed or in the course of the investigation.

In addition to the Complainant, the University's Title IX Coordinator also has authority to file a Formal Complaint, and thereby initiate the Formal Grievance Process. When the Title IX Coordinator files a Formal Complaint and initiates a Formal Grievance Process, the Title IX Coordinator will not replace the Complainant in the Formal Complaint filed. Instead, the Complainant (as defined in this Policy) will remain the Complainant in the Formal Complaint and Grievance Process and be given all of the same rights and options as a Complainant that filed the Formal Complaint themselves.

- a. Consolidation of Formal Complaint Allegations.** The University may consolidate Formal Complaints for the following reasons:

- When the Formal Complaint is against more than one Respondent;
- When the Formal Complaint is by more than one Complainant against one or more Respondents; or When the alleged conduct arises out of the same facts or circumstances.
- When one or more consolidated Formal Complaints involve Sexual Misconduct, then the University will apply the same Grievance Process for all of the consolidated Formal Complaints.

b. Written Notice of the Formal Complaint and Allegations, and University Offices Offering Assistance

After receiving a Formal Complaint, the Title IX Office will provide a written notice to the parties of the Formal Complaint and will provide information on available University resources and assistance. The written notice of the Formal Complaint will include the following:

- A notice of the Grievance Process and resolution options, as outlined in this Policy;
- The Formal Complaint allegations that potentially constitute Prohibited Conduct under this Policy, including sufficient details about the alleged conduct, including the identity of the parties, if known, and the date(s), time(s), and location(s) of alleged conduct known by the University at the time of the Formal Complaint;
- List the potential policy violations being investigated, or otherwise applicable under the Grievance Process;
- The Respondent is presumed not responsible for the alleged conduct and that the determination regarding responsibility will be made at the conclusion of the Grievance Process;
- Both parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review all evidence;
- The parties may review evidence gathered as part of any investigation;
- Knowingly making false statements or knowingly submitting false information during the Grievance Process is prohibited and subject to disciplinary action; and
- Any other relevant information for the written notice.

c. Written Notice of Events. The University will provide written notice to a party or witness whose participation is invited or expected, which will include the date, time, location, participants, and purpose of any meetings, investigative interviews, or other proceedings in the Grievance Process.

d. Advisor of Choice. The parties and witnesses may have an advisor of their choice at any meetings, investigative interviews, or other proceedings in the Grievance Process. Advisors are not permitted to actively participate in the Grievance Process, except for asking relevant questions of the parties and witnesses at a Live Hearing under Section III.C.8.i.

If a Complainant or Respondent does not have an advisor for the hearing, the University will provide one for that party without charge for the purpose of questioning participants at a hearing under Section III.C.8.

e. Interim Measures

Once a Formal Complaint is filed, the University may determine if and what interim measures are necessary, depending on the facts and circumstances of a matter applicable to this Policy. The Title IX Coordinator (or University official/designee) will approve all interim measures under this Policy. Interim measures may be kept in place through the conclusion of a Grievance Process. An interim measure, for the purpose of this Policy, is either (a) Emergency Removal for Students, or (b) Administrative Leave or Alternative Work Assignment for Employees.

Emergency Removal for Students. A student Respondent may be removed from the University's education program or activity on an emergency basis if, after an individualized safety and risk analysis, it is determined that such a removal is justified because the Respondent poses an immediate threat to the physical health or safety of an individual arising from the allegations of Sexual Misconduct.

An emergency removal may include, but is not limited to, temporarily suspending the right of the Respondent to: (a) access specific campus areas or buildings; (b) access specific programs (e.g. athletics/intramural activities, student organizations, departments);

(c) be on campus entirely and accessing classes in person; among others. At the discretion of the University, the Respondent may be permitted to pursue alternative coursework options to ensure as minimal academic impact as possible.

Under these circumstances, the Respondent will be notified in writing of the emergency removal from the University's education program or activity, and the Respondent will have an opportunity to immediately challenge the decision following the emergency removal, by submitting reasons in writing to the Title IX Coordinator no later than 7 business days from the receipt of notice of emergency removal. The Title IX Coordinator will make a final determination related to emergency removal within 7 business days of receiving the written challenge.

Administrative Leave or Alternative Work Assignment for Employees. An employee Respondent may be placed on administrative leave, e.g. investigative leave) or an alternative work assignment, in accordance with the University's policy and procedures, during the pendency of the Grievance Process, as outlined in this Policy.

f. No Effect on Pending Personnel or Academic Actions Unrelated to the Complaint

The filing of a Formal Complaint under this Policy will not stop or delay any action unrelated to the Formal Complaint, including:

(1) any evaluation or disciplinary action relating to a Complainant who is not performing up to acceptable standards or who has violated University rules or policies; (2) any evaluation or grading of students participating in a class, or the ability of a student to add/drop a class, change academic programs, or receive financial reimbursement for a class; or (3) any job-related functions of a University employee. Nothing in this section shall limit the University's ability to take interim action or execute an emergency removal.

g. Concurrent Criminal or Civil Proceedings. The University will not, as a matter of course, wait for the outcome of a concurrent criminal or civil justice proceeding to take action on a Formal Complaint in a University Grievance Process. The University has an independent duty to respond to Formal Complaints of Sexual Misconduct and other Prohibited Conduct under this Policy. On a case-by-case basis, however, the University may reasonably delay the investigation or Grievance Process for a brief period due to concurrent criminal or civil proceedings on a case-by-case basis.

4. Mandatory and Discretionary Formal Complaint Dismissals

a. Mandatory Formal Complaint Dismissals. Under the 2020 Title IX regulations, universities are required to distinguish between Prohibited Conduct that is "under Title IX" and prohibited conduct that is a violation of University policy. Under Title IX, the University must dismiss a Formal Complaint or the part of the allegations in a Formal Complaint, if applicable, where:

Sexual Harassment is alleged and where:

- The conduct alleged does not meet the Title IX definition of Sexual Harassment; or
- The alleged conduct did not occur in the University's education program or activity; or
- The alleged conduct did not occur against a person in the United States.

A dismissal under this provision only applies to allegations of Sexual Harassment under Title IX. In such an instance, the University may still investigate a Formal Complaint for allegations of Sexual Misconduct or other prohibited conduct. See section III.C.13 for students and [HOOP Policy #183](#) for employees.

b. Discretionary Dismissal. The University may dismiss a Formal Complaint, at its discretion, under this Policy's Grievance Process for any of the following circumstances:

- The Complainant voluntarily withdraws any or all of the Formal Complaint allegations and the University determines that the remaining allegations (if any) would not constitute Prohibited Conduct defined in this Policy, even if proven;
- The Complainant submits a written request to the University to not investigate the Formal Complaint filed, and the University determines it can and will honor the request, in accordance with Section III.A.8. of this Policy and applicable state law;
- The University is unable to identify the Respondent, after the University has taken reasonable steps to do so;
- The Respondent is no longer employed by the University;

- Any other specific circumstances that prevent the University from gathering sufficient evidence to reach a determination as to the Formal Complaint or any allegations therein;
- The University determines the alleged conduct in the Formal Complaint would not constitute Prohibited Conduct under this Policy, even if proven; or
- The University determines the Formal Complaint does not fall within the scope of applicability of this Policy.

When the University dismisses a Formal Complaint, the University will provide the parties a written notice of the Formal Complaint Dismissal, the basis for the dismissal. The parties may appeal the Formal Complaint Dismissal when it includes Sexual Harassment allegations, as outlined in subsection c. below. Otherwise, there is no appeal available.

c. Appeals of Formal Complaint Dismissals. When the Formal Complaint Dismissal includes Sexual Harassment allegations, an applicable party may appeal in writing within 10 days of notification of the dismissal. For the appeal of a Complaint Dismissal to be considered, the basis for filing an appeal and supporting evidence must be included. An applicable party may appeal the Formal Complaint Dismissal on the following bases:

- A procedural irregularity that affected the outcome of the matter;
- There is new evidence that was not reasonably available at the time the dismissal was made that could affect the outcome of the matter; or
- The Title IX Coordinator, investigator(s), or a decision-maker had a conflict of interest or bias for or against the parties (generally, or specifically in this matter) that affected the outcome of the matter.

The parties will be notified in writing when an appeal is filed. The appeal procedures will apply equally for both parties. The non-appealing party (if applicable) and the University will have 7 days from the notification of an appeal to submit a written statement responding to the appeal. Before rendering a decision, the Appellate Officer will consider all relevant evidence regarding the Formal Complaint Dismissal and its appeal. The Appellate Officer will release a written decision within 21 days from the date the appeal was filed, with one of the following determinations:

- Affirm the Formal Complaint Dismissal; or
- Remand the process back to a Formal Grievance Process.

5. Informal Resolution (IR)

After the parties have been provided a copy of the written notice of a Formal Complaint, the parties may engage in an Informal Resolution process to resolve the Formal Complaint. The IR process is generally designed to facilitate a mutually agreeable outcome to alleged conduct that centers on eliminating Prohibited Conduct, preventing its reoccurrence, and remedying the conduct's effects in a manner that meets the needs of the Complainant while maintaining the safety of the campus community.

The IR process, if available, may be initiated by the parties, in writing, at any point prior to reaching a determination regarding the Respondent's responsibility of alleged policy violations. If a party is interested in the IR process, please contact the Title IX Coordinator (or designee) who can assist with determining availability of the IR process and whether the other party is interested in a potential IR.

- Withdrawal from Informal Resolution Process.** At any point prior to signing the IR agreement, each party has a right to withdraw from the Informal Resolution process and resume the Formal Grievance Process with respect to the Formal Complaint.
- Informal Resolution Limitations.** The IR process is not permitted in cases where Sexual Harassment is alleged in the Formal Complaint when the Complainant is a student and the Respondent is an employee. IR is also not available where the Respondent (1) has previously participated in the IR process and where that process resulted in a mutual IR agreement; or (2) has previous Sexual Misconduct policy violations.
- Informal Resolution Timeframe.** Informal Resolutions of a Formal Complaint will be concluded within 45 business days of notice to the University that both parties wish to proceed with the Informal Resolution process. Such notice that the parties wish to proceed with an Informal Resolution process will "pause" the counting of the timeframe to conclude the Grievance Process in Section III.C.12. of this Policy, should the Informal Resolution process fail and the parties continue with the Grievance Process.

- d. IR Agreement and Approval Process.** The parties may explore and determine their own set of terms for their IR Agreement. The University will provide an IR facilitator to navigate the IR process. Any IR Agreement must be approved by the Title IX Coordinator (or designee).

By signing an IR Agreement, the parties are affirming that the terms of the agreement (along with any other supportive or interim measures in place, if applicable) appropriately address the alleged conduct at issue and remedy its effects. By signing an IR Agreement, the parties are bound by the terms of the agreement and waive the right to a Formal Grievance Process regarding the alleged conduct at issue.

- e. Informal Resolution Documentation.** Any signed IR agreement will be kept for seven years as required by law. (See Section III.C.11 of this Policy for additional information on Grievance Process Documentation.). By signing the IR agreement, the parties agree to comply with the terms of the agreement. However, the parties' failure to comply with any terms of the IR agreement may result in its own disciplinary action and mutually agreed upon consequences in the agreement. No recording of the Informal Resolution process will be made and all statements made during the Informal Resolution process may not be used for or against either party (in addition, the Hearing Panel and Appellate Officer may not consider any such statement made during Informal Resolution process) should the parties resume the Formal Grievance Process.

6. Investigation of the Formal Complaint – Gathering of Evidence

- a. Complaint Intake; Respondent's Opportunity to Respond.** After a written notice of the Formal Complaint and allegations has been provided to the parties, the investigator(s) will attempt to interview the Complainant to gather relevant evidence regarding the Formal Complaint allegations (Complainant Intake) and the Respondent will be provided a reasonable time to respond to the Formal Complaint allegations. The parties may identify relevant witnesses to the Formal Complaint allegations who can provide relevant evidence for the investigation. The parties may submit relevant questions to the investigator(s) that they would like asked of the other party or any known potential witnesses.
- b. Written Notice of Events.** The University will provide written notice to a party or witness whose participation is invited or expected of the date, time, location, participants, and purpose of any meetings, investigative interviews, or other proceedings in the Grievance Process. The parties and witnesses may have an advisor of their choice at any investigative interviews, meetings, or other proceedings in the Grievance Process. Advisors are not permitted to actively participate in meetings or proceedings in the Grievance Process, unless explicitly outlined in Section III.C.8.i. of this Policy.
- c. Evidence.** The parties may present any information, statements, and evidence that is relevant to the Formal Complaint allegations. Evidence is relevant when it is:
- Directly related to the alleged conduct at issue in the Formal Complaint and within the scope of the investigation as part of the Formal Grievance Process under this Policy, and
 - May aid in showing whether or not the alleged conduct occurred.
- d. Prior Sexual History.** A Complainant's sexual predisposition or prior sexual behavior is not relevant except where questions and evidence about a Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct charged by the Complainant or if the questions or evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove the Complainant's consent of the alleged conduct.
- e. Privileged Information Excluded.** No person will be required to disclose information protected under a legally recognized privilege. The Hearing Panel must not allow into evidence or rely upon any questions or evidence that may require or seek disclosure of such information, unless the person holding the privilege has waived the privilege. This includes information protected by the attorney-client privilege.
- f. Party and Witness Interviews.** The investigators will attempt to interview relevant and available witnesses. Neither the Complainant nor the Respondent will attend these interviews.
- g. Investigation Timeframe.** The investigation of a Formal Complaint under Section III.D.6. will be concluded within 90 business days of the filing of a Formal Complaint. However, the circumstances may require a temporary delay in this timeframe, and

the University may extend this timeframe for good cause. In such an instance, the University will provide written notice to the parties of the delay or extension and the reason(s) for the action. The parties should be provided updates on the progress of the investigation, as needed, and the parties may request updates.

- h. Access to Evidence.** Prior to the completion of the investigation report, the investigators will provide access to all evidence (whether relevant or not) obtained as part of the investigation to both parties (and the party's advisor, if any, upon a party's signed information release for their advisor of choice). Both parties will have 10 business days to inspect, review, and respond to the evidence. All responses to the evidence must be submitted by the party in writing to the investigator. Advisors are not permitted to submit written responses to the evidence on their own or on behalf of the party they are advising. The investigators will consider all timely responses submitted by the parties.
- i. Completed Investigation Report.** The completed investigation report will: (a) outline each of the allegations that potentially constitute Prohibited Conduct under this Policy, (b) provide the timeline (e.g., procedural steps) of the investigation, and (c) fairly summarize relevant evidence, participant statements, and responses to questions. The investigator will provide a completed investigation report concurrently to both parties (and each party's advisor, if any, upon a party's signed information release for their advisor of choice) at least 10 business days prior to the date of the scheduled hearing to review and to provide a written response to the investigation report at the hearing. A copy of the completed investigation report will also be issued to the Title IX Coordinator, the Hearing Panel, and the University Representative assigned for the hearing.

7. Standard of Evidence and Presumption of Not Responsible

All Formal Grievance Processes will use the preponderance of the evidence standard, which means (for the purposes of this Policy) the greater weight of the credible evidence. This standard is satisfied when the action is deemed more likely to have occurred than not.

By law, it is presumed that the Respondent is not responsible for the alleged conduct unless that determination regarding responsibility is made at the conclusion of the Formal Grievance Process.

8. Live Hearing - Determination of Responsibility

Absent a Formal Complaint dismissal or the parties' decision to reach an Informal Resolution (IR) agreement (if applicable), the University will provide a live hearing for all Formal Complaints subject to the Formal Grievance Process in this Policy.

- a. Written Notice of the Hearing.** The University will provide at least 10 business days written notice of the hearing to the parties (and the parties' advisors, if any, upon a party's signed information release for their advisor of choice), including the date, time, location, names of all known participants of the hearing (including the Hearing Panel, the University Representative, all parties and relevant witnesses), purpose of the hearing, a statement of the alleged conduct charges, and a summary statement of the relevant evidence gathered. The hearing notice may also provide a deadline by which the parties have an opportunity to disclose (1) the names of any witnesses they intend to call to testify at the hearing, if any, and (2) a copy of any documents they intend to use as exhibits at the hearing, not already included in the investigation report, if any.
- b. Challenges to the Hearing Officers.** Either party may challenge the fairness, impartiality or objectivity of any of the hearing officers. The challenge must be submitted in writing to the hearing officer through the office coordinating the hearing within 4 business days after notice of the identity of the hearing officers, and must state the reasons for the challenge. The respective hearing officer being challenged will be the sole judge of whether he or she can serve with fairness, impartiality, and objectivity. If the hearing officer recuses him or herself, an alternative hearing officer will be assigned in accordance with the institution's procedures.
- c. Hearing Panel Duties at the Hearing.** The hearing panel will rule on all procedural matters and on objections regarding exhibits and testimony of participants at the hearing, may question participants who testify at the hearing, and are entitled to have the advice and assistance of legal counsel from the Office of General Counsel of the U.T. System.
- d. Access to Evidence.** Both parties (and the party's advisor, if any, upon a party's signed information release for their advisor of choice) will have access to all evidence from the investigation, including a copy of the completed investigation report, as outlined in Section III.C.6.h. in this Policy.
- e. Separate Rooms and Virtual Participation.** At the request of either party, the University will make provisions for the hearing to

occur with both parties located in separate rooms with technology enabling the Hearing Panel and the parties to simultaneously see and hear the participants answering questions. Participants may appear at the hearing virtually, and are not required to be physically present at the same physical location of the hearing. The institution may choose to conduct a hearing virtually.

- f. Opening and Closing Statements.** The University Representative and the parties may make opening and closing statements at the hearing. The Hearing Officer may impose time limits for opening and closing statements, which would apply equally to the University Representative and the parties.
- g. Advisor of Choice.** The parties and witnesses may have an advisor of their choice at the hearing. If a Complainant or Respondent does not have an advisor for the hearing, the University will provide one for that party without charge for the purpose of questioning participants at a hearing. The University is not required to provide an advisor for witnesses. Advisors are not permitted to actively participate in the hearing, except for asking relevant questions of the parties and witnesses at a Live Hearing. The participation of any advisor must be communicated to the Hearing Panel no later than 5 business days prior to the scheduled hearing date.
- h. Evidence and Exhibits.** The investigation report and all exhibits are automatically part of the hearing record and may be considered by the Hearing Panel unless the Hearing Panel rules otherwise.
- i. Questioning of the participants in the hearing.** The Hearing Panel may, at the Hearing Panel's discretion, ask relevant questions during the hearing of any party or witness and may be the first person to ask questions of any party or witness. The parties will not be permitted to personally ask questions of the other party or any witnesses that participate in the hearing. Instead, the parties' advisors and the University Representative may ask relevant questions and follow-up questions of the parties and witnesses that participate in the hearing, including questions that challenge credibility. Each advisor can ask relevant questions directly, orally, and in real time at the hearing.

All questions posed by anyone other than the Hearing Panel must be deemed relevant by the Hearing Panel before a party or witness answers.

- When the Hearing Panel deems a question as unclear, the Hearing Panel may ask the questioner to clarify or revise the question before ruling as to whether the question is relevant for answering.
- Irrelevant questions will be excluded, and the Hearing Panel will state the reason such question is irrelevant.

j. Hearing Panel Determination. The Hearing Panel will issue a written determination, which must include the following:

- Outline each of the Formal Complaint allegations that potentially constitute Prohibited Conduct under this Policy;
- A description of all of the procedural steps of the Formal Grievance Process under this Policy (from receipt of a Formal Complaint to the determination regarding responsibility of the Respondent, including any notifications of the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held);
- Evaluate the relevant evidence;
- Assess credibility of the relevant evidence from the parties and witnesses (if in dispute to the Formal Complaint allegations);
- Include the finding(s) of policy violations for each applicable allegation and the related rationale for the determination as to whether the Respondent is responsible for each allegation, based on the preponderance of the credible evidence;
- Outline the disciplinary sanctions, if applicable;
- Whether additional remedies designed to restore or preserve equal access to the education program or activity will be provided to the Complainant; and
- The University's procedures and permissible bases for the parties to appeal, if applicable.

The Hearing Panel will send a copy of the written determination concurrently to the parties within 21 business days from when the hearing concludes, in addition to the Dean (for student Respondents) or appropriate administrator (for employee Respondents), and the Title IX Coordinator.

- k. Recordings.** The hearing will be recorded in audio or audiovisual format and may be transcribed at the discretion of the University. The recording or transcript, if applicable, will be available for the parties to inspect and review, upon request.

- I. Accommodations.** Participants at the hearing may request reasonable accommodations through the Human Resources – Equal Opportunity in advance of the hearing. Requests for reasonable accommodations at the hearing must be submitted no later than 7 days prior to the scheduled hearing date.

For more information about reasonable accommodations, see the University's [HOOP Policy #101](#).

9. Sanctions and Remedies

The following sanctions and remedies may be considered by the Hearing Panel in accordance with this Policy:

a. Possible Sanctions and Remedies for Student Respondents:

- Educational training;
- No shared classes or extra-curricular activities; Disciplinary probation;
- Withholding of grades, official transcript, and/or degree;
- Bar against readmission, bar against enrollment, drop from one or more classes, and/or withdrawal from the University; Suspension of rights and privileges, including but not limited to participation in athletic or extracurricular activities; Denial of degree;
- Suspension from the University for a specific period of time. Suspension is noted on the academic transcript with the term "Disciplinary Suspension." The notation can be removed upon the request of the student in accordance with the University's procedures when all conditions of the suspension are met;
- Expulsion (permanent separation from the University). Expulsion creates a permanent notation on the student's academic transcript;
- Revocation of degree and withdrawal of diploma; and/or
- Other sanction(s) or remedies as deemed appropriate under the circumstances.

b. Possible Sanctions and Remedies for Employee Respondents:

- Employment probation;
- Job demotion or reassignment;
- Suspension with or without pay for a specific period of time; Dismissal or termination;
- Ineligibility for rehire; and/or
- Other sanction(s) or remedies as deemed appropriate under the circumstances.

10. Appeals and Additional Processes Provided to Students and Employees

Either party may appeal in writing the Hearing Panel determination regarding a Respondent's responsibility under the Grievance Process in this Policy within 10 business days of notification of such a determination on the basis of:

- A procedural irregularity that affected the outcome of the matter;
- There is new evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal that could affect the outcome of the matter; or
- The Title IX Coordinator, investigator(s), or hearing officer(s) had a conflict of interest or bias for or against the parties (generally, or specifically in this matter) that affected the outcome of the matter.

If an appeal hasn't been filed by the appeal deadline, then once the deadline expires, the determination regarding responsibility is final and it concludes the Formal Grievance Process for the matter.

Note on Administrative Dispositions: When a Respondent and/or Complainant appeal the sanctions and remedies outlined in a student's administrative disposition, a basis for appeal (noted below) is not required. However, the remaining Appeal steps still apply.

The appellate officer must not be the same person as the Title IX Coordinator, investigator(s), or members of the Hearing Panel in the Grievance Process.

The applicable parties will be notified in writing when an appeal is filed. The appeal procedures will apply equally for both parties. When applicable, the non-appealing party (and University) will have 7 business days from the notification of an appeal to submit a written statement responding to the appeal.

Before rendering a decision on a final determination (or on final sanctions and remedies for a student's administrative disposition), the Appellate Officer will consider all relevant evidence regarding the determination and its appeal. The Appellate Officer will release a written decision concurrently to the parties within 21 business days from the date the appeal was filed, with one of the following final determinations:

- Affirm the Hearing Panel's determination regarding the Respondent's responsibility and affirm the disciplinary sanctions and remedies, if applicable;
- Affirm the Hearing Panel's determination regarding the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable;
- Reverse the Hearing Panel's determination of the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable.
- Affirm or amend the sanctions and/or remedies outlined in the administrative disposition issued under Section III.C.9. of this Policy.

The final determination regarding the Respondent's responsibility (or final sanctions and remedies for the Respondent's administrative disposition) is final and it concludes the Formal Grievance Process for the matter.

11. Grievance Process Documentation

The University (through the appropriate office) will retain all of the documentation included in the Grievance Process (outlined in Section III.C. of this Policy) for seven years, in accordance with state and federal records laws and University policy. All documentation of records are private and confidential to the extent possible under law. Student records of the Grievance Process are disciplinary records under FERPA. Employee records of the Grievance Process are subject to the Freedom of Information Act (FOIA) and the Texas Public Information Act (TPIA).

12. Grievance Process Timeframe

The entire Formal Grievance Process (outlined in Section III.C. of this Policy, including any appeal) will be completed in no more than 150 business days from the filing of the Formal Complaint. However, the circumstances may require a temporary delay in this timeframe, and the University may extend this timeframe for good cause. In such an instance, the University will provide written notice to the parties of the delay or extension and the reason(s) for the action. A delay for good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The time period in this section does not include the period the parties attempted but failed to reach an agreement in the Informal Resolution (IR) Process, if applicable, and in such a case, the Grievance Process timeframe will be extended by the period the parties attempted to reach an Informal Resolution agreement (outlined in Section III.C.5.c of this Policy).

Failure of the institution to adhere to the timeframes above will not result in a dismissal of the matter; instead, if the institution does not adhere to any of the above timeframes, the parties may inquire about the delay to the Title IX Coordinator.

13. Alternative Grievance Process for Students – Applicable Exceptions for Non-Sexual Harassment Formal Complaints

For Formal Complaints where the Respondent is a student at the time of the alleged conduct (including student employees), and the alleged conduct does not include Sexual Harassment (as a possible policy violation), but includes other forms of Prohibited Conduct (as possible violations under this policy), the Formal Grievance Process in Section III.C. of this Policy applies, with the following exceptions:

- Investigation Report & Determination Regarding Responsibility.** Section III.C.6.i. applies except that the completed investigation report will also include: a preliminary determination of whether the Respondent violated each policy provision at issue and an accompanying rationale for that preliminary determination. The completed investigation report and determination regarding responsibility will be referred to the Title IX Coordinator.

The Title IX Coordinator will conduct an independent review of the investigation report, and will:

- Accept the preliminary determination regarding responsibility of the Respondent, and either (a) dismiss the case (e.g., no finding(s) of policy violations(s)), or (b) proceed to adjudication (e.g., finding(s) of policy violation) (when applicable);
- Amend the preliminary determination regarding responsibility of the Respondent, and proceed to adjudication (e.g. finding(s) of policy violation(s)) (if applicable); or
- Remand the process back to the investigation stage to address an investigation concern.

The complainant and the respondent will be informed concurrently in writing of the decision.

b. Adjudication. If the Title IX Coordinator determines that the sexual misconduct policy was violated, he or she will refer the matter to the appropriate administrator for disciplinary action in accordance with the applicable disciplinary procedures.

- Implementation of disciplinary action against a student will be handled in accordance with the University's student disciplinary procedures, as outlined in HOOP 186 Student Conduct and Discipline, or other policies as applicable.
- Both parties will receive equal opportunities in all aspects of the process including notices and advisor representation. Further, the standard of proof in determining the outcome will be the "preponderance of the evidence," as defined in this policy.

The complainant and the respondent will be provided simultaneous written notice of the result of any disciplinary proceedings (including the rationale for the decision and sanctions), applicable appeal procedures, any changes in the results and when the results become final.

14. Dissemination of Policy and Educational Programs

This Policy and the University's Title IX Notice of Nondiscrimination on the Basis of Sex will be made available to all University administrators, faculty, staff, and students online through the University's handbook of operating procedures at <https://www.uth.edu/hoop/policy.htm?id=1447966> and in University student catalog(s). Periodic notices will be sent to University administrators, faculty, staff and students about the University's Sexual Misconduct Policy, including but not limited to at the beginning of each fall and spring semester. The notice will include information about Sexual Misconduct, Retaliation and other conduct prohibited under this Policy, including how to file a report or Formal Complaint, the University Grievance Process under this Policy, and available Supportive Measures and resources, such as support services, health services, and mental health services. The notice will specify the right to file a Formal Complaint under this Policy and the right to file a police report to law enforcement, the Title IX Coordinator's contact information, and contact information for designated offices or officials for additional information.

15. Ongoing Trainings

The University's commitment to raising awareness of the dangers of Sexual Misconduct includes providing ongoing education through annual training and lectures by faculty, staff, mental health professionals, and/or trained University personnel. Prevention education and training programs will be provided to University administrators, faculty, staff, and students and will include information about primary prevention, risk reduction, and bystander intervention. Safety classes are regularly offered to all workforce members and students, with class schedules announced through UTHealth's iLearn (credentials required). Classes may also be announced through the UTP-H departmental website and closed-circuit TVs at the institution and are promoted by UT Police officers and public safety officers and the Title IX Office. Departments and work groups within UTHealth can also request safety classes by contacting Community Outreach by phone at 713-563-7794 or by email at utphoutreach@mdanderson.org.

16. Training Materials for Key Roles in the Grievance Process

All Title IX Coordinators, Deputy Coordinators, investigators, and those with authority over University Grievance Processes and appeals shall receive training each academic year about applicable prohibited conduct, Grievance Processes, due process, and University policies related to Sexual Misconduct. All materials used to train Title IX related personnel (e.g., Title IX Coordinator, deputies, investigators, hearing officers, Appellate Officers, and others) will be available on the University's website: <https://www.uth.edu/titleix/>.

17. Annual Reporting and Notice

The University's Title IX General Policy Statement will be made available to all students, faculty, and employees online at <https://www.uth.edu/titleix/index.htm>.

18. Additional Conduct Violations under this Policy

- a. Retaliation.** Any person who retaliates against (a) anyone filing a report of or Formal Complaint, (b) the parties or any other participants (including any witnesses or any University employee) in a Grievance Process relating to a Formal Complaint, (c) any person who refuses to participate in a Grievance Process, or (d) any person who under this Policy opposed any unlawful practice, is subject to disciplinary action up to and including dismissal or separation from the University. If any participant in a Grievance Process believes they have been subject to Retaliation (as defined in this Policy), they should immediately report the alleged retaliatory conduct to the Office of Institutional Compliance. The University's Retaliation Policy is available online as ([HOOP Policy #108, Protection from Retaliation](#))..

Retaliation can be any adverse action (including, but is not limited to, intimidation, threats, coercion, harassment, or discrimination) taken against someone either (a) because the individual has made a report or filed a Formal Complaint; or who has supported or provided information in connection with a report or a Formal Complaint; participated or refused to participate in a Grievance Process under this Policy; or engaged in other legally protected activities, or (b) for the purpose of interfering with any right or privilege secured under Title IX or this Policy.

- b. False Information and False Complaints.** Any person, who, in bad faith, knowingly files a false complaint under this Policy or provides materially false information is required to be separated from the University by state law. A determination that a Respondent is not responsible for allegations of Sexual Misconduct does not imply a report, Formal Complaint, or information provided was false. Similarly, a determination that a Respondent is responsible for a policy violation does not imply that a Respondent's statements disclaiming responsibility were false.
- c. Interference with the Grievance Process.** Any person who interferes with the Grievance Process (outlined in Section III.D of this Policy) is subject to disciplinary action up to and including dismissal or separation from the University. Interference with a Grievance Process may include, but is not limited to:
- i. Attempting to coerce, compel, or prevent an individual from providing testimony or relevant information;
 - ii. Removing, destroying, or altering documentation relevant to the Grievance Process; or
 - iii. Knowingly providing false or misleading information to the Title IX Coordinator, investigator or Hearing Panel, or encouraging others to do so.

19. Failure to Report for Responsible Employees

Under state law, if a Responsible Employee knowingly fails to promptly report to the Title IX Coordinator all information concerning an incident that the employee reasonably believes constitutes Sexual Misconduct (including stalking, dating violence, sexual assault, or sexual harassment) committed by or against a student or employee at the time of the incident, the employee is required to be separated from the University. A report to the Title IX Coordinator may be made through the Title IX Office at 713-500-CALL (2255) or CALL@uth.tmc.edu.

The duty to report acts reasonably believed to be stalking, dating violence, sexual assault, and sexual harassment arises from state law. The University goes further and requires Responsible Employees to report all acts reasonably believed to be any type of Sexual Misconduct, as defined in this Policy. Failure to comply with this broader standard may also result in disciplinary action, up to and including termination. It is important to note that for purposes of Failure to Report, the definition of sexual harassment, as defined under state law, is broader than the definition of sexual harassment under this Policy and is defined as unwelcome, sex-based verbal or physical conduct that:

- in the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive work environment; or
- 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 at a postsecondary institution.

IV. CONTACTS

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Appendix C: HOOP Policy 183: Nondiscrimination, Anti-Harassment and Equal Opportunity

I. POLICY AND GENERAL STATEMENT

The University of Texas Health Science Center at Houston ("University") is committed to providing a working and learning environment free from discrimination and harassment. The University prohibits discrimination and/or harassment by any member of the University community on the basis of race (including hair texture or protective hairstyle), color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, sexual orientation, national origin, age, disability, genetic information, gender identity or expression, veteran status or any other basis prohibited by law. No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored or conducted by the University or any of its component entities on any basis prohibited by applicable law or University policy.

To help achieve an environment free from prohibited discrimination and harassment, the University provides anyone who believes they have been subjected to discrimination or harassment a complaint process to address their concerns.

Individuals who engage in conduct that violates this policy are subject to disciplinary action up to and including termination and/or dismissal.

II. DEFINITIONS

Discrimination: Discrimination, including harassment, is defined as conduct directed at a specific individual or a group of individuals that subjects the individual or group to treatment that materially and adversely affects their employment or education or their participation in or receipt of the benefits of any University program or activity because of race (including hair texture or protective hairstyle), color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, sexual orientation, national origin, age, disability, genetic information, gender identity or expression, or veteran status or any other basis prohibited by law or University policy.

Hair Texture or Protective Hairstyle: A particular way in which a person's hair is cut or arranged that is commonly or historically associated with race, including braids, locs/locks, and twists.

Harassment: Harassment, as a form of discrimination, is defined as unwelcome conduct based upon race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, veteran status, or any other basis prohibited by law or University policy when such conduct is: 1) severe, pervasive, or persistent enough to create an educational or work environment that a reasonable person would consider intimidating, hostile, or abusive, and 2) materially interferes with an individual's or group's academic or work performance or their ability to participate or benefit from the services, activities, or privileges of any University program or activity. Constitutionally protected expression is not considered harassment under this policy. Examples of harassment include but are not limited to:

- Verbal conduct such as epithets, derogatory comments, or slurs.
- Visual conduct such as derogatory writings, text messages, emails, computer screen displays, posters, photography, cartoons, drawings or gestures.

Sexual harassment is defined and addressed in [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#).

Other trainees: Postdoctoral research fellows, clinical fellows, and visiting students participating in a University educational or training activity.

Veteran Categories:

- A disabled veteran is a veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or one who was discharged or released from active duty because of a service-connected disability.
- An Armed Forces service medal veteran is a veteran who, while serving on active duty in the U.S. military ground, naval, or air service,

participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209).

- A recently separated veteran is any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.
- Active duty wartime or campaign badge veteran is a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

III. PROCEDURE

A. Equal Employment Opportunity

The University's equal employment opportunity policy applies to all employment decisions, including those affecting hiring; promotion, demotion or transfer; recruitment; advertisement of vacancies; layoff and termination; compensation and benefits; performance appraisals; and selection for training. Moreover, it extends to the maintenance of affirmative action programs as required by law, including for disabled persons and veterans. A full description of the University's affirmative action program is available to any employee or applicant for employment for inspection upon written request by emailing CALL@uth.tmc.edu.

All advertising copy generated by the University for recruitment purposes should include the following statement: "UTHealth Houston is committed to providing equal opportunity in all employment-related activities without regard to race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, sexual orientation, national origin, age, disability, genetic information, gender identity or expression, veteran status or any other basis prohibited by law or University policy. Reasonable accommodation, based on disability or religious observances, will be considered in accordance with applicable law and UTHealth Houston policy."

If the above statement cannot be included in its entirety, for instance, due to space constraints, the following minimum language must be included in all advertising copy generated by the University for recruitment purposes: "EOE, including disability and vets."

B. Veteran's Employment Preference

An individual who qualifies for a veteran's employment preference under Texas law (including a veteran, a veteran with a disability, a veteran's surviving spouse who has not remarried or an orphan of a veteran if the veteran was killed while on active duty) will be accorded a preference for employment over other applicants for the same position who do not have greater qualifications.

Individuals entitled to a veteran's employment preference under Texas law who choose to grieve a decision of the University related to hiring or to retention of the individual in a workforce reduction must file the grievance with the President through University Relations & Equal Opportunity. The President will respond to the grievance within 15 business days of receipt.

C. Reporting Discrimination and/or Harassment

Anyone who believes that he or she has been subject to discrimination or harassment may file a [complaint](#). Any member of the University community who gains knowledge of an act of discrimination and/or harassment must promptly report the incident to University Relations & Equal Opportunity. Reports received by other offices of the University must be forwarded to University Relations & Equal Opportunity for handling. Even if no formal complaint is received, University Relations & Equal Opportunity will contact the parties involved for additional information and will investigate to the extent possible. For complaints involving sexual misconduct, including sexual harassment, refer to [HOOP Policy 59, Prohibition of Sexual Harassment & Sexual Misconduct](#).

Any complaint must be made to University Relations & Equal Opportunity as soon as possible after the alleged incident. Reports made in an untimely manner may limit the University's ability to respond.

D. Administrative Closure

In cases reported without a formal complaint, the Associate Vice President of University Relations & Equal Opportunity may

administratively close any matter and determine not to initiate a review of concerns (1) if the University does not have policy jurisdiction over the respondent or the complainant; (2) if the facts alleged, even if true, do not constitute prohibited conduct under this policy; or (3) any other specific circumstances that would prevent effective review and/or resolution of the concerns. Involved parties may or may not receive notice of administrative closure depending on the circumstances.

E. Informal Resolution

Prior to the initiation of a formal investigation, University Relations & Equal Opportunity may determine that the nature of the allegations is such that the matter can be resolved by agreement on an informal basis. In such cases, University Relations & Equal Opportunity may recommend informal resolution, subject to the consent of the complainant.

University Relations & Equal Opportunity may consult with other University offices to implement an informal resolution. Methods of informal resolution may include, but are not limited to: coaching the person on how to address a situation which is causing a problem; aiding in the modification of a situation in which the offensive conduct occurred; assisting a department or division with the resolution of a real or perceived problem; or counseling and training the involved individuals regarding the requirements of this policy. University Relations & Equal Opportunity shall retain documentation of any informal resolution.

F. Formal Resolution

To initiate formal resolution, complainants must submit their complaint in writing to University Relations & Equal Opportunity as soon as possible after the alleged incident(s) occurred.

Under most circumstances, University Relations & Equal Opportunity will either dismiss the complaint or will begin an investigation of the complaint within 14 calendar days of receipt of a formal complaint. If the facts alleged in the complaint, even if taken as true, do not constitute discrimination or harassment; the complaint fails to allege any facts that suggest discrimination or harassment occurred; the appropriate resolution or remedy has already been achieved, or has been offered and rejected; or the complaint cannot be investigated because relevant parties and witnesses are no longer at the University or otherwise available, University Relations & Equal Opportunity will dismiss the complaint.

If a complaint is dismissed, University Relations & Equal Opportunity will notify the complainant in writing identifying the reason and informing the complainant that, no later than 14 calendar days after the notification, he or she may appeal the dismissal decision to the Vice President and Chief Human Resources Officer (CHRO) or designee. The written appeal must explain why the decision to dismiss the complaint was in error. Under most circumstances, the CHRO will generally respond no later than 14 calendar days after receipt of the appeal, and the CHRO's decision is final. If the decision to dismiss is overturned, the complaint will be returned to University Relations & Equal Opportunity for investigation.

G. Investigating the Complaint

If it is determined that an investigation is warranted, the respondent shall be provided written notice of the complaint and a summary of the allegations. The complainant and respondent may present to University Relations & Equal Opportunity any documentation or information believed to be relevant to the complaint. The parties may have an advisor of their choice attend, but advisors are not permitted to actively participate in any related interview, meeting, or proceeding in the investigative process. The respondent will be provided an opportunity to respond in writing to the allegations presented by the complainant and additional allegations, if any, that come forward during the course of the investigation. The respondent may submit a written response no later than 14 calendar days from the date the allegations are sent.

Any person believed to have information relevant to the complaint may be interviewed. Such interviews will be appropriately documented. University community members have an affirmative duty to participate in such investigations.

The investigation will be concluded in as timely a manner as possible. In investigations exceeding 90 business days, a justification for the delay will be presented to and reviewed by the Associate Vice President of University Relations & Equal Opportunity.

Upon completion of the investigation, University Relations & Equal Opportunity will issue a written report to the appropriate administrative authority. Both parties will have the opportunity to review the report and provide written comments within 7

calendar days before the report is sent to the appropriate administrative authority. The administrative authority will be provided both the University Relations & Equal Opportunity report and the respondent's and complainant's comments, if any. If the respondent is a faculty member, academic administrative and professional employee, or student, the administrative authority to whom the report will be issued is the Senior Vice President for Academic and Faculty Affairs. Otherwise, the administrative authority to whom the report will be issued to is the Vice President & Chief Human Resources Officer. The report shall include a summary of the investigation and the facts discovered during the investigation. Generally, within no later than 14 calendar days after receipt of the report, the appropriate administrative authority will (1) request further investigation into the complaint; (2) issue a determination that the results of the completed investigation are inconclusive or that there is not a preponderance of the evidence to support the allegations; or (3) issue a determination that this policy was violated. The appropriate administrative authority shall inform the complainant and respondent in writing of their decision.

If the appropriate administrative authority determines this policy was violated, he or she will notify the Dean or administrative equivalent of the organizational unit where the respondent is located, who, under most circumstances, will initiate appropriate action no later than 14 calendar days after such notification. Disciplinary action against University community members will be implemented in accordance with applicable policies and procedures.

As a result of the investigation, issues and/or conduct may be discovered that do not rise to the level of a policy violation but nevertheless require remedial action by the appropriate departmental administrative authority. Any remedial measures taken in this context will be documented by the appropriate administrative authority and forwarded to University Relations & Equal Opportunity for retention.

If the university loses jurisdiction over either party during the investigation, University Relations & Equal Opportunity may determine to administratively close the investigation but continue to the extent possible as an administrative review.

H. Retaliation

University employees and students who retaliate in any way against an individual who has brought a request for an informal resolution or a complaint pursuant to this policy or against an individual who has participated in an investigation of a complaint (whether informal or formal) are subject to disciplinary action up to and including termination or dismissal. Refer to [HOOP Policy 108, Protection from Retaliation](#).

I. Required Employee Training

Employees should receive training regarding the University's discrimination and retaliation policies within 30 calendar days of their hire date and shall receive supplemental training at least every two years thereafter. All employees who complete training are required to verify their completion of the training.

J. Time Limits and Exceptions

Time limits may be extended for good cause by the Associate Vice President of University Relations & Equal Opportunity.

For purposes of this policy, "day one" will be the next calendar day. Calculation of calendar days for purposes of all sections of this policy does not include holidays or "skeleton crew" days indicated on the published University calendar.

K. False Statements

Any person who recklessly or knowingly and intentionally files a false complaint under this policy or makes false statements in the course of an investigation is subject to disciplinary action up to and including termination or dismissal.

L. Dissemination of Policy

This policy will be made available to all members of the University community. Periodic notices sent to students, residents, fellows and other trainees, and employees about this policy will include information about the complaint procedure and will refer individuals to the designated offices for additional information.

