

# Introduction

University of St. Thomas ("UST" or "the University") is committed to the religious, ethical and intellectual traditions of Catholic higher education, which includes cultivating a diverse and inclusive community that recognizes the value of each individual and allows persons to learn and work in an environment free from harassment and discrimination. As part of this effort, UST will respond to sex-based harassment and discrimination and through clear policies and grievance procedures, educational programming, rigorous employee training, and sanctioning offenders of this policy and commits itself to maintaining a safe and healthy educational and employment environment. This comprehensive policy is created and implemented by UST to address allegations of sexual harassment, sexual assault, domestic violence, dating violence, and stalking in addition to other prohibited misconduct as identified and defined herein.

UST prohibits all forms of sex and gender-based harassment, as well as the offenses of sexual assault, dating violence, domestic violence, and stalking (collectively referred to in this policy as "Sexual Misconduct" and also constitutes "Prohibited Conduct" under this policy.) These offenses may also be prohibited by Title IX of the Higher Education Amendments of 1972, 20 U.S. C. § 1681 et seq. ("Title IX"), by the Clery Act and Section 304 of the Violence Against Women Reauthorization Act of 2013 ("VAWA"), Title VII of the Civil Rights Act of 1964, and other applicable statutes, to include Texas S.B. No. 212. This Policy prohibits a broad continuum of behaviors, some of which are not prohibited under Title IX or other laws. Their inclusion in this Policy reflects UST's standards and expectations for a respectful working and learning environment where everyone is free to work and learn safely so they might become the best version of themselves.

UST will investigate and attempt to resolve all complaints of Prohibited Conduct in a prompt, fair and impartial manner. The University will treat all individuals involved with dignity and respect. All processes are driven by objective fact-finding and approached from a neutral standpoint, including the presumption that a Respondent is not responsible for a violation of this policy prior to a finding that supports that.

With this in mind, members of the University community are expected to conduct themselves in a manner that respects the inherent dignity of all people and refrains from any form of harassment or discriminatory practices, including all forms of Prohibited Conduct as defined in this policy. This policy has been developed to reaffirm these principles, to provide explicit information regarding when and how the University will respond to allegations of sex-based Prohibited Conduct, and to provide accountability for conduct that violates this policy.

In addition to discrimination based on sex, the University prohibits discrimination including discrimination based on race, color, national origin, age, sex, sexual orientation, religion, disability, and veteran status. The University's commitment to nondiscrimination applies to admissions, employment, and access to and treatment in University programs and activities. The University's full Equal Employment Opportunity Policy, Number H.01.03, has been established for the purposes of responding to allegations of unlawful discrimination.

Inquiries regarding the application of this policy and the respective grievance procedures used to resolve complaints may be referred to the recipient's Title IX Coordinator(s), to the U.S. Department of Education's Office for Civil Rights, or both.