

Educational Programs and Training of Title IX Personnel

Training for the University Community

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to reduce and eliminate sexual misconduct or other forms of prohibited conduct which:

are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome;

consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels; and

include primary prevention and awareness programs directed at incoming students and ongoing prevention and awareness campaigns directed at current students.

Risk Reduction means options designed to decrease perpetration and bystander action, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. Experiencing Sexual Misconduct or other forms of prohibited conduct is never the victim's fault. Only abusers are responsible for the abuse they perpetrate. However, the following are some strategies to reduce risk of victimization. For example, The Rape, Abuse, & Incest National Network (RAINN) has created a list that can be found by clicking here: <https://www.rainn.org/safety-prevention>.

Bystanders play a critical role in the prevention of sexual and relationship violence. The University promotes a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. Individuals may not always know what to do even if they want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911, if a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

Watch out for your friends and fellow students/employees. If you see someone who looks like he or she could be in trouble or need help, ask if he or she is ok.

Confront people who seclude, hit on, attempt to make out with, or have sex with people who are incapacitated.

Speak up when someone discusses plans to take sexual advantage of another person.

Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

Refer people to on or off campus resources listed in this policy for support in health, counseling, or with legal assistance.

Training of Title IX Personnel

The University will require that the Title IX Coordinator(s), Investigators, and Decision-Makers and any person who facilitates an informal resolution process receive annual training per the requirements of Title IX, the Clery Act-VAWA and Texas law, and do not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.

The annual training provided includes but is not limited to the following: the definition of sexual harassment, including an understanding of educational program or activity; how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes; how to serve impartially, including avoiding prejudgment about the facts at issue, conflicts of interest, and bias; the technology to be used at a live hearing; issues of relevance, including questioning, and investigative reports.

Disability Accommodations and Interpretive Services

The University makes every reasonable effort to accommodate individuals with disabilities in accordance with Section 504 of the Rehabilitation Act of 1973 (504) and the Americans with Disabilities Act Amendments Act of 2008 (ADAAA). In compliance with this commitment, UST employs a Disability Services department to determine reasonable and appropriate accommodations and auxiliary aides for access and participation in college sponsored classes, services, and programs.

Students with a disability who desire an accommodation regarding this Policy must request an accommodation with the Title IX Coordinator(s). The Title IX Coordinator(s) will make a determination regarding the request after consultation with Disability Services and notify the appropriate Parties. An Individual will not be considered to have a disability allowing for an accommodation unless and until the student has met with Disability Services and been noted as a person to whom accommodations should be provided.

Employees with a disability should provide the required documentation to Human Resources.

If you have any questions regarding how to submit documentation with Disability Services or HR so you may receive accommodations pursuant to this policy, please contact the following persons:

Section 504 Coordinator(s):

Primary for Students: Executive Director of Counseling and Disability Services (713) 525-3162

Secondary for Students: Vice President for Student Affairs (713) 525-3570

Primary for Faculty and Staff Employees: Associate Vice President of Human Resources (713) 525-3813

Secondary for Faculty and Staff Employees: Vice President of Finance and Business Affairs (713) 525-6960

Students or Employees who require interpretive services as non-native English speakers should make the request for translation services to the Title IX Coordinator(s).

Revision and Interpretation

UST reserves the right to review and update the Policy in accordance with changing legal requirements and specific needs of the University.

Any questions of interpretation regarding the Policy shall be referred to the Title IX Coordinator(s). The Title IX Coordinator(s)'s determination is final.

All reports received by the University after August 13, 2023 will be administered in accordance with the procedures described under this Policy.

1st Amendment Considerations

The University is committed to protecting, maintaining, and encouraging both freedom of expression and full academic freedom of inquiry, teaching, service, and research. Nothing in this Policy shall be construed to penalize a member of the community for expressing an opinion, theory, or idea in the process of responsible teaching and learning. Accordingly, any form of speech or conduct that is protected by the principles of academic freedom or the First Amendment to the United States Constitution is not subject to this Policy.