



## WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 ([Title IX](#)) prohibits discrimination on the basis of sex in any federally funded education program or activity. Federal law specifically states that:

*“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”*

Education Amendments of 1972

[Title IX](#) protects students, employees (faculty and staff), applicants for admission and employment, and other persons from all forms of sexual discrimination. Sexual harassment, which includes sexual violence, is a form of sex discrimination.

## CLERY ACT, VIOLENCE AGAINST WOMEN ACT (VAWA) & Campus SaVE Act

[Violence Against Women Act \(VAWA\)](#) amendments to the [Clery Act](#), gives rights afforded to victims of sexual assault, domestic violence, dating violence and stalking. [The Campus SaVE Act Amended the Clery Act](#) to mandate extensive "primary prevention and awareness programs" regarding sexual misconduct and related offenses.

TTUHSC does not discriminate on the basis of sex against any person in access to its campuses and facilities and in participation in its education services, programs, operations and employment. Sexual harassment, which includes sexual violence, is a form of sex discrimination prohibited by Title IX and institutional policies. See also HSC OP [51.02, Non-discrimination and Anti-Harassment Policy and complaint Procedure for Violations of Employment and Other Laws](#) and [HSC OP 51.03, Sexual Harassment, Sexual Assault, Sexual Misconduct, and Title IX Policy and Complaint Procedure](#). Discriminatory behavior is prohibited regardless of the manner in which it is exhibited, whether verbally, in writing, or electronically displayed or conveyed.

## Mandatory Training

EEO and Title IX Mandatory Reporter Training are required for ALL faculty and staff. Graduate students who supervise or manage employees including student employees are also required to complete the class. Click [HERE](#) to access the classes or they can be found on your employee portal. Students will be contacted by [Student Services](#) on training instructions.

## TTUHSC [Title IX Website](#)

<http://www.ttuhscc.edu/hr/Title9-Home.aspx>

### ***PURPOSE AND DISCLAIMER***

The purpose of this brochure is to provide you with a general understanding of the Title IX and Clery Act federal laws. This brochure is not intended to be all encompassing, but rather to give you knowledge about where to find additional information and who to call for assistance if you are a victim of or witness to discriminatory behavior, harassment or violence. In the event of a conflict between this brochure and federal or state law the law will prevail



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER



## Safe Campus Commitment



Texas Tech University Systems  
Health Sciences Center

**TITLE IX**

*Students, Faculty and Staff*

# Safe Campus Commitment – Title IX

Members of the Texas Tech University Health Sciences Center (TTUHSC) community of students, faculty and staff, guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

Texas Tech University Health Sciences Center (TTUHSC) is committed to providing a positive and safe learning, teaching and working environment for our community. To ensure this commitment, students, faculty and staff are expected to complete annual Title IX required training and review the information provided on the TTUHSC [Title IX website](#).

## MANDATORY RESPONSIBILITY TO REPORT

Any member of the university community (students, faculty and staff) are responsible for reporting immediately any Prohibited Acts they experience, witness or which are communicated to them. Licensed professional counselors and staff, medical providers, related off-campus resource centers and professionals or clergy do not have a responsibility to report.

Furthermore, any member of the university community who becomes aware of possible sexual harassment or sexual assault perpetrated by a TTUHSC employee, not acting within the scope of their employment, should promptly contact the Title IX Coordinator to discuss the matter.

## Misconduct/Prohibited Acts

### Sexual Harassment

Sexual harassment, which is another form of discriminatory harassment, is unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

### Non-Consensual Sexual Contact

Non-Consensual sexual contact is any intentional sexual touching, however slight or force, with any object or part of one's body of another's private areas without consent.

### Sexual Assault

Sexual assault is generally defined as any type of sexual contact or behavior that occurs without the explicit consent of the recipient, including non-consensual sexual contact and nonconsensual sexual intercourse.

### Sexual Exploitation

Occurs when one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or take advantage of anyone other than the one being exploited.

### Bullying

A repeated and/or severe, aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally.

### Stalking

A course of conduct directed at a specific person on the basis of actual or perceived membership in a protected class that is unwelcome, and would cause a reasonable person to feel fear for oneself or others. It is repetitive and menacing pursuit, following, harassing and/or interfering with the peace and/or safety of another.

### Retaliation

Retaliation against anyone who raises concerns of harassment or discrimination is a violation of federal law and TTUHSC policy. See HSC OP [HSC OP 52.04 Report & TTUHSC Internal Investigation of Alleged Violations: Non-Retaliation](#).

## Violence

The TTUHSC does not tolerate on its campuses, in its facilities or in its programs or operations direct or indirect threats of violence or acts of violence or unlawful acts or behaviors. See HSC OP 76.08.

### Grievance Procedures

Students refer to the [TTUHSC Student Handbook](#)

Faculty and staff refer to [HSC OP 51.03, Sexual Harassment, Sexual Assault, Sexual Misconduct, and Title IX Policy and Complaint Procedure](#).

## Who You Can Contact:

Cole Johnson, Special Asst. to the President  
**Title IX Coordinator**  
3601 4<sup>th</sup> Street, STOP 6262, Room 2B410B  
Lubbock, Texas 79430  
[TitleIXCoordinator@ttuhsc.edu](mailto:TitleIXCoordinator@ttuhsc.edu)  
806 743-2900

### Students

Margret Duran, Assistant Vice President, Student Services  
**Deputy, Title IX Coordinator**  
3601 4<sup>th</sup> Street, STOP 8310, Room 2C400  
Lubbock, Texas 79430  
[TitleIXCoordinator@ttuhsc.edu](mailto:TitleIXCoordinator@ttuhsc.edu)  
806 743-6426  
Receives complaints of sexual harassment, including sexual assault, sexual violence or other sexual misconduct, against students.

### Faculty and Staff

Charlotte Bingham, Assistant Vice Chancellor  
Admin/Director EEO  
**Deputy, Title IX Coordinator**  
210 Administration Building, Box 41073  
Lubbock, Texas 79409  
[TitleIXCoordinator@ttuhsc.edu](mailto:TitleIXCoordinator@ttuhsc.edu)  
806 834-2713  
Receives complaints of sexual harassment, including sexual assault, sexual violence or other sexual misconduct, against faculty and staff.

### Texas Tech Police

911 for emergencies 806-742-3931 or e-mail  
[Police@ttu.edu](mailto:Police@ttu.edu)

### Employee Assistance Program (EAP)

(806)-743-1EAP 1-800-327-0328