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 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.ttuhsc.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.
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
Ocurs 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 4th Street, STOP 6262, Room 2B410B
Lubbock, Texas  79430
TitleIXCoordinator@ttuhsc.edu
806 743-2900

Margret Duran, Assistant Vice President, Student Services
Deputy, Title IX Coordinator
3601 4th Street, STOP 8310, Room 2C400
Lubbock, Texas  79430
TitleIXCoordinator@ttuhsc.edu
806 743-6426

Receives complaints of sexual harassment, including sexual assault, sexual violence or other sexual misconduct, against students.

Charlotte Bingham, Assistant Vice Chancellor
Admin/Director EEO
Deputy, Title IX Coordinator
210 Administration Building, Box 41073
Lubbock, Texas  79409
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

Employee Assistance Program (EAP)
(806)-743-1EAP 1-800-327-0328