SEXUAL MISCONDUCT

The University of Texas Health Science Center at Houston (UTHealth) is committed to providing an academic environment free from discrimination, which includes all forms of sexual misconduct.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state civil rights laws, UTHealth has developed policies that prohibit sexual misconduct in all its forms.

**Sexual misconduct** includes:

- Sexual Harassment
- Sexual Assault
- Stalking
- Dating Violence
- Domestic (Family) Violence

**Sex discrimination** includes:

Treating someone unfavorably because of that person’s sex, as well as discrimination against an individual because of:

- pregnancy or parental status
- gender identity (including transgender status)
- sexual orientation
- failure to conform to gender stereotypes
What is UTHealth’s policy on Sexual Misconduct?

All acts of sexual misconduct are prohibited under **HOOP Policy #59, Sexual Misconduct**.

UTHealth’s policy applies to the conduct of all members of the UTHealth community including employees, students, residents and other trainees, visitors, volunteers (including faculty appointed without salary), contractors, vendors, consultants, and observers, as well as applicants for employment or admission.

Individuals who engage in discrimination and/or harassment in violation of this policy are subject to disciplinary action, up to and including dismissal.

What are my responsibilities?

As a member of the university community, you have an obligation to help create and promote a positive environment for work and study. Any member of the university community who gains knowledge of an act of sexual misconduct **must report the incident** as soon as possible so that the university can end the sexual misconduct, prevent its recurrence, and address its effects.

How do I report a complaint?

**If the incident alleging sexual misconduct involves violence or the threat of violence is immediate, call 911.** If the incident alleging sexual misconduct is not an emergency, report it to any of the following:

<table>
<thead>
<tr>
<th></th>
<th>HOURS</th>
<th>PHONE</th>
<th>ONLINE (anonymous option available)</th>
<th>IN PERSON</th>
</tr>
</thead>
<tbody>
<tr>
<td>Margaret McNeese, MD Title IX Coordinator</td>
<td>8am – 5pm</td>
<td>713-500-<strong>CALL</strong> (713-500-2255)</td>
<td><strong><a href="mailto:CALL@uth.tmc.edu">CALL@uth.tmc.edu</a></strong></td>
<td>7000 Fannin St. UCT Suite 150 Houston, TX 77030</td>
</tr>
<tr>
<td>Compliance Hotline</td>
<td>24 hours</td>
<td>1-888-472-9868 (anonymous option available)</td>
<td><a href="mailto:compliance@uth.tmc.edu">compliance@uth.tmc.edu</a></td>
<td>7000 Fannin St. UCT Suite 1510 Houston, TX 77030</td>
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<tr>
<td>The University of Texas Police – Houston</td>
<td>24 hours</td>
<td>713-792-<strong>STOP</strong> (713-792-7867)</td>
<td>N/A</td>
<td>7777 Knight Road Houston, TX 77054</td>
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</table>

**Confidentiality:** Individuals wishing to remain anonymous may report an alleged violation of this policy in any manner; however, electing to remain anonymous will limit the university’s ability to collect evidence, take remedial action, or otherwise fully address the alleged violation.

To view HOOP Policy #59, Sexual Misconduct: https://www.uth.edu/hoop/policies.htm