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At The University of Texas at Austin ("University"), campus safety and security are shared responsibilities. Many departments are dedicated to making the campus a safer place to live and work. The University’s Annual Security Report provides information containing safety and security at the University. All members of the University community are encouraged to use this report as a guide for safe practices on and off campus.

In compliance with relevant provisions of federal law, the University is required to make policy and programmatic information available to the campus community as well as to prospective students and employees. Information about these reports and additional material that may be of interest is described below. Printed copies of individual reports (not catalogs) are available upon request. All catalog references are for publications in effect during the 2014-2015 academic year as the data contained in this report is for the calendar year January 1, 2014 through December 31, 2014. To report crimes going forward, please reference the catalog in effect during the 2015-2016 academic year.

1. REPORTING CRIME STATISTICS

a) Policies for preparing the annual disclosure of campus crime statistics: the University coordinates the collection and reporting of crime statistics as specified by federal law. The information is compiled into a report. Each year, enrolled students are notified via email of the web site where this report can be accessed and reviewed. Faculty and staff receive similar notifications, either by e-mail or through campus mail. Copies of this report can also be obtained from University Compliance Services. All prospective employees may obtain a copy of this report from Human Resource Services. Copies of this report will be provided to others upon request. Many agencies and individuals are involved in the collection of data, including the University of Texas Police Department ("UTPD"), Office of the Dean of Students, Division of Housing and Food Service, designated residence hall and family housing staff, Counseling and Mental Health Center, University Health Services, International Office, University Compliance Services, Office of Institutional Equity, Division of Diversity and Community Engagement, and the Austin Police Department ("APD"). In addition, the UTPD investigates/reviews all reports of criminal activity occurring in its jurisdiction regardless of the source. Campus agencies involved in the collection of crime statistics are provided guidance annually regarding the requirements of federal law, including the categorization of criminal activities and tabulation of the locations involved in reported crimes and arrests. UTPD, through a cooperative arrangement with APD, obtains relevant crime statistics from the APD database, which provides appropriate crime codes, and the nature, dates, times, and the locations of crimes committed within the City of Austin. The Clery Act Coordinator requests data from the agencies involved in collecting criminal statistics so the annual report may be updated and disseminated to the University community, the general public, and U.S. Secretary of Education. With the exception of certain alcohol-abuse violations that may be referred for handling by residence hall staff or the Dean of Students, campus agencies required to collect crime statistics report all crimes to UTPD.

b) Crime Statistics Disclosure:

Crime Definitions

- **Murder/Non-negligent Manslaughter.** The willful (non-negligent) killing of a human being by another.
- **Negligent Manslaughter.** The killing of a person through gross negligence.
- **Sex Offenses.** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
  
i. **Rape.** The penetration, no matter how slight of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person without the consent of the victim.
  
ii. **Fondling.** The touching of the private body parts of another person for the purpose of sexual gratification, without consent from the victim, including incidents where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
  
iii. **Incest.** Nonforcible sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.
  
iv. **Statutory Rape.** Nonforcible sexual intercourse with a person who is under the statutory age of consent.
- **Robbery.** The taking, or attempting to take, anything of value from the care, custody, control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault.** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This offense is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully committed).
- **Burglary.** The unlawful entry of a structure to commit a felony or theft.
- **Motor Vehicle Theft.** The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned – including joyriding).
- **Arson.** Any willful or malicious burning or an attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another, etc.

**Dating Violence, Domestic Violence, & Stalking**

For the purposes of the Annual Security report, the following definitions apply for Clery counting:

- **Dating Violence.** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

- **Domestic Violence.** A felony or misdemeanor crime of violence committed by (i) a current or former spouse or intimate partner of the victim; (ii) by a person with whom the victim shares a child in common; (iii) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (iv) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (v) by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- **Stalking.** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person’s safety or the safety of others; or (ii) to suffer substantial emotional distress.
Hate Crimes
A hate crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias. Bias is a preformed negative opinion of attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin.

Categories of bias included in the annual statistical disclosure are:

- **Race.** A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).
- **Gender.** A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- **Religion.** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).
- **Sexual orientation.** A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).
- **Ethnicity.** A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions (e.g., Arabs, Hispanics).
- **Disability.** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.
- **Gender Identity.** A preformed negative opinion or attitude toward group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.
- **National Origin.** A preformed negative opinion or attitude toward a group of people based on their common lineage or descent. (from UCR Hate Crime Data Collection Guidelines and Training Manual 2015—Ancestry definition)

For purposes of the annual statistical disclosure, hate crimes include any Clery-reportable offense (listed above) and the following additional offenses:

- **Larceny-Theft.** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.
- **Simple Assault.** The unlawful physical attack by one person upon another where neither the offender displays a weapon, not the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation.** Unlawfully placing another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
• **Destruction/Damage/Vandalism of Property.** Willfully or maliciously destroying, damaging, defacing, or otherwise injuring real or personal property without the consent of the owner or the person having custody or control over it.

• **Other Crimes Involving Bodily Injury.**

**Arrests and Referrals**
Arrests and referral statistics include the number of persons referred for disciplinary action for the following violations:

• **Liquor law violations.** The violation of state or local laws prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

• **Drug law violations.** The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

• **Weapon law violations.** The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

**Geographic Definitions**

• **On Campus Property.** Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous the aforementioned area that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

• **On Campus Residence Halls.** Any student housing facility that is owned, controlled or rented by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.

• **Non Campus Building or Property.** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by the institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

• **Adjacent Public Property.** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.
c) The previous 3 years of crime statistics:

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</table>

*Reports for the 2013 and 2012 calendar years were reported for Forcible and Nonforcible Sex Offenses without the additional breakdowns reported for 2014. The 2012 and 2013 totals have been included in the Rape category.

** Unfounded reports not required for the 2012 data.
The first year domestic violence, dating violence and stalking appear in the annual security report was in 2014 for 2013 data.

**Hate Crimes 2014:** No Clery reportable hate crimes were reported for the calendar year of 2014.

**Hate Crimes 2013:** Simple Assault (Adjacent Public Property) Anti-Ethnicity (1)

**Hate Crimes 2012:** Vandalism (Residence Halls) Anti-Male Homosexual (1); and Vandalism (Non-Campus Building or Property) Anti-Jewish (1)

2. **TIMELY WARNINGS and REPORTING CRIMINAL ACTIONS**

Reporting criminal actions and timely warnings refers to policies, procedures and facilities for reporting criminal actions or other emergencies occurring on campus, and the University's response to such reports.

a) The current campus policy for making timely reports to members of the campus community is as follows:

The UTPD has a responsibility to provide timely warnings about reported crimes to the campus community in a manner that will aid in the prevention of similar crimes.

65.1 **The Decision to Issue a Timely Warning:**

1. A warning must be issued when both of the following conditions are met: (1) arson, aggravated assault, criminal homicide, robbery, sex offenses, illegal weapons possession, burglary, motor vehicle theft, or any crime determined to be a hate crime is reported to UTPD or other campus security authorities, and (2) the crime is considered by the University to represent a continuing threat to students or employees.

2. A warning may be issued regarding other crimes as deemed necessary by UTPD.

3. The Chief of Police, or his designee, is responsible for making the decision whether a timely warning will be issued.

65.2 **Determining Whether a Continued Threat Exits:**

1. Whether a reported crime constitutes a continuing threat must be decided on a case-by-case basis in light of all the facts surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community and the possible risk of compromising law enforcement efforts.

2. Examples of crimes that could constitute a continuing threat include but are not limited to:
   
   a. a serial crime that targets certain campus populations such as sex crimes or race-based crimes in which the perpetrator has not been apprehended;
   
   b. a crime in which there is no apparent connection between perpetrator and victim and the perpetrator has not been apprehended.

3. Crimes that would not constitute a continuing threat include but are not limited to:

   a. crimes in which the perpetrator has been apprehended, thereby neutralizing the threat;
   
   b. crimes in which an identified perpetrator targets specific individuals to the exclusion of others, such as domestic violence.

65.3 **Warning Notice Content:**

1. The warning must contain sufficient information about the nature of the threat to allow members of the campus to take action to protect themselves.

   a. A succinct statement of the incident.
   
   b. Possible connection to previous incidents, if applicable.
c. Physical description of the suspect.
d. Composite drawing of the suspect, if available.
e. Date and time the warning was released.
f. Other relevant and important information.

2. In some cases, law enforcement may need to keep some facts confidential to avoid compromising an investigation.

65.4 Timing of the Warning:
1. In an immediate and serious threat, e.g., an active shooter on campus, a warning may need to be issued immediately with few facts and then be continually updated until the threat is contained or neutralized.
2. If a threat is less immediate, the warning can go out later after facts are more fully developed.

65.5 Distribution:
1. The warning must be distributed in a manner reasonably likely to reach the entire campus community.
2. Depending on the circumstances, any of the following methods, or combination thereof, may be used:
   a. Posting of notices
   b. Campus-wide emails
   c. Text messages
   d. Activation of the campus siren system
   e. Postings to the University home page
   f. Press releases
   g. Closed circuit television systems in residence halls & other buildings
   h. Voice messages over various public address systems

b) Individuals may report alleged criminal actions (including sex offenses) or emergencies that occur on the University campus through any of the following means:
   i. call UTPD at 512-471-4441 or go to the UTPD station, at 2201 Robert Dedman Drive;
   ii. use an emergency telephone, designated by a blue light on a yellow pole marked "Police Help" in locations throughout campus;
   iii. dial 911;
   iv. contact an officer in uniform on patrol or at one of the traffic control stations at any entrance to Inner Campus Drive;
   v. ask any University supervisor or manager to assist with reporting a crime;
   vi. students may contact the Dean of Students, the Director of Housing and Food Service, the Director of the Counseling and Mental Health Center, or the Director of University Health Services; and/or
   vii. employees may contact the Office of Institutional Equity.

c) Reporting Criminal Actions

UTPD will review reports of alleged criminal activity received and either dispatch an officer immediately or refer the report for subsequent investigation, depending upon the nature and seriousness of the offense involved. Individuals reporting an alleged crime should attempt to preserve evidence that might prove the crime was committed. All criminal incidents are investigated by UTPD. UTPD responses include, but are not limited to:

   i. immediate response to emergencies through dispatch of one or more officers;
   ii. investigation of reports in accordance with UTPD procedure;
   iii. arrest and filing of charges, depending upon the circumstances of the incident;
iv. referring alleged offenders to appropriate campus agencies, such as the Dean of Students; and/or
v. issuing "timely warnings" of crimes that present a threat to the campus community.

In the event a situation arises, either on or off campus, that, in the judgment of the University Chief of Police, constitutes an ongoing or continuing threat, a campus-wide “timely warning” will be issued. The warning will be issued through the University group e-mail system and/or text alert system to students, faculty, and staff, and, if deemed appropriate by the University Chief of Police, on the University's home page and at the UTPD web site at: http://www.utexas.edu/police/alerts/. Depending on the circumstances, other measures may be taken, including but not limited to, use of telephones, intranet Web sites, publications in print media, or broadcasts through commercial television and radio stations.

d) Victims or witnesses wishing to make voluntary reports of criminal activity in confidence may do so by requesting the agency or person to whom a report is made maintain confidentiality with regard to the identity of the individual making the report. Reports of this nature will be honored to the extent permitted by state law, criminal investigatory requirements, and university judicial processes. These confidential reports are counted and disclosed in the crime statistics for the University, but, as with all other crimes included in the annual crime report, no personally-identifiable information is included.

e) Students may also report incidents of crime to any University Administrator, Official or Unit Supervisor, identified as a Campus Security Authority ("CSA"), who is then responsible for promptly notifying the police of the reported incident. The police will determine if it is a Clery reportable offense.

Campus Security Authorities ("CSAs"): Include members of the campus community who have been designated by the university and deemed responsible for reporting any criminal actions reported to them by students, faculty, staff or visitors. Campus Security Authorities include all Police Officers, all Academic Advisors, Title IX Coordinators and Deputies, all Resident Assistants or Hall Coordinators from Housing and Food Services, all Orientation Advisors, all staff members from the Dean of Students Office, Office of Institutional Equity, International Office, University Compliance Services, and staff members responsible for student and campus activities in the Division of Student Affairs, Division of Diversity and Community Engagement. Additionally, all Officers of Administration are Campus Security Authorities as well.

- Click here to Report a Crime Anonymously to UTPD

3. EMERGENCY COMMUNICATIONS TOOLS and EVACUATION PROCEDURES

a) University Communication of Emergency. Emergencies may range from inclement weather, to building evacuations, to campus closures, the University has a variety of tools to communicate with the public in the event of these and other possible emergencies. Depending on the type of emergency, the University may use some or all of the following tools to communicate with faculty, staff and students:
   i. Siren System. This system is tested at approximately noon on the first Wednesday of every month. It delivers a siren warning and public address in the event of certain outdoor emergencies. More information about the siren system is available at http://www.utexas.edu/safety/preparedness/sirens/.
iii. **University Emergency Information Line 512-232-9999.** Students, faculty and staff members may call this main number for information about campus closures.

iv. **Campus Television Emergency Announcement System.** Emergency announcements will override residence hall and campus cable television, instructing the viewer where to go for additional information.

v. **Text Messaging Service.** The University contracts with a third-party vendor that provides the technological ability to send text messages to members of the campus community. Only text messages about emergencies and messages used periodically to test the system are sent. Any data provided to the vendor by the University is protected by contractual arrangements. To sign up for campus text alerts online, please go to [http://www.utexas.edu/cellphonealert](http://www.utexas.edu/cellphonealert).

vi. **Pager System.** Campus first responders, resident advisors, and some building managers are part of the Austin Warning and Communication System. Pagers send text messages about emergencies on campus and alert city responders like APD, Austin Fire Department, Emergency Medical Services, and Office of Emergency Management to campus crisis situations.

vii. **Fire Panel Systems.** Residence halls are equipped with fire panel systems that have a public address capability. Resident advisors are trained to use these systems in emergencies in order to make announcements to the entire building regarding evacuation, shelter in place, or other responses.

viii. **University Group E-mail.** During emergencies, UT Safety Alert sends an “urgent” group e-mail to every student, faculty, and staff member. The message directs individuals to the emergency web site for additional information and instructions.

ix. **Voice Mail to Office Telephones.** This system leaves a voice message on every faculty and staff member’s office phone on campus.

x. **Local News Media.** The Office of Public Affairs sends press releases and makes calls to contacts on a local media list. Because of the transient nature of its population, the University depends a great deal on broadcast media to notify students, faculty members, and staff members of emergencies before or during their commutes.

xi. **Public Safety Patrol Car Announcements.** UTPD patrol cars are equipped with public address systems that officers can use to provide instructions to pedestrians during emergencies.

xii. **Telephone Tree.** The president’s office has a telephone tree of department contacts that is activated during an emergency.

The implementation of each tool described above is assigned to an individual who has at least two backups who can also carry out the communications task. Individuals with electronic communication tools assigned to them have remote access (from their homes, etc.) to those tools.

The process used to confirm a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees:

- Initial confirmation by UTPD may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in the UTPD Communications Center or a confirmed report from other emergency responding agencies (such as the fire department, emergency medical services, hazardous materials response team, FBI, County Public Health, etc.)
- The University Chief of Police and the Associate Vice President for Campus Safety and Security communicate situational information to university administration regarding the safety of the campus community. Upon considering the information, administration representatives develop the message content and activate campus-wide communications. The expectation of this process includes dissemination via text, outdoor warning sirens, pagers and campus cable television messaging, which are activated directly by UTPD dispatch in extremely urgent situations where immediate action is required. Based on the confirmation of an ongoing threat,
campus notification activation may include individual buildings, geographic zones or
the entire campus. Immediate notification would not occur if doing so will
compromise efforts to assist a victim, contain the emergency, respond or otherwise
mitigate the emergency.

- The notification content will contain pre-scripted brief messages or tailored content
developed in consultation with the University Chief of Police or designee and the
Director, University Operations Communications or designee. This notification to the
public may include protective actions or measures, follow-up information, and an “all
clear” message.

- In addition to the University’s text alert method of emergency communication, UTPD
may employ a variety of communication methods to inform building occupants or a
larger portion of campus about imminent safety threats. Communication methods will
be employed based on a number of factors that will be evaluated for each incident,
such as the nature and extent of the threat, the technology available in that building
or area, the time of day, etc. Other communication methods may include the use of
the University’s outdoor warning sirens, public address system, fire alarm systems,
digital signage, handheld or vehicle-mounted bullhorns, portable radios, pagers,
desktop pop-up alerts, mass media, door-to-door notification and social networking
sites. Campus alert notifications will be posted on the Emergency Information
website at www.utexas.edu/emergency.

Upon confirmation of a significant emergency or dangerous situation involving an immediate
threat to the health or safety of students or employees occurring on campus, university
officials will notify the campus community without delay. The University Chief of Police and
the Associate Vice President for Campus Safety and Security communicate situational
information to university administration regarding the safety of the campus community. Upon
considering this information, administration representatives develop the message content
and activate campus-wide communications. The exception to this process includes the
dissemination of information via text, outdoor warning sirens, pagers and campus cable
television messaging, which are activated directly by UTPD dispatch in extremely urgent
situations where immediate action is required. Immediate notification would not occur if
doing so will compromise efforts to assist a victim, contain the emergency, respond or
otherwise mitigate the emergency. The larger community is notified via social media and local
website postings.

University emergency communication representatives include the following:
- UTPD Shift Command
- UTPD Dispatch
- Director, University Operations Communications
- Director, Emergency Preparedness
- Director of Digital Strategy, University Communications
- Technical Writer, University Operations Communications

Emergency communication processes are tested monthly to include a campus-wide email
which contains information and direction to resources regarding emergency communication,
response, evacuation and shelter procedures.

Each occupied building receives annual evacuation drills during the calendar year with
residential facilities receiving one per semester. All evacuation exercise documentation is
retained by the Fire Marshal for a minimum of seven years and includes the exercise
description, date, time and whether the test was announced or unannounced. This information for the most recent year is included in the Annual Fire Safety Report.

b) Students, faculty and staff should follow the below safety procedures in the event of evacuation emergencies, severe or inclement weather, and tornados or hazardous material releases.

Evacuation Procedures.

i. Evacuate when prompted by continually sounding fire alarms or by an official announcement.
ii. Be aware of and make use of designated primary and alternate evacuation routes.
iii. Close classroom or office doors as you leave.
iv. Leave the building in an orderly manner without rushing or crowding — do not use the elevators.
v. Provide aid to those who need it in an emergency evacuation.
vi. Be aware of and follow instructions given by UTPD and other officials. You may be asked to proceed on foot to designated areas or evacuate the campus entirely.
   a. Always evacuate crosswind and/or upwind away from any emergency by a safe route.
   b. Evacuate to at least 300 feet from the building and out of the way of emergency vehicles.

vii. Report to emergency responders any individuals who have been injured or left behind.
viii. Do not re-enter the building until the all-clear is given by official announcement.

What is an evacuation emergency?
In most cases, evacuations apply only to the buildings immediately affected. In some cases, such as local terrorism, flooding or earthquake, the evacuation could apply to the entire campus. Some potential causes for emergency evacuations may include, but are not limited to: a major fire or explosion, hazardous materials release, chemical/biological/radiological spill, structural failure, asbestos release, bomb threat, weapons, or an aircraft collision with a building.

Severe or Inclement Weather Procedures. Students, faculty and staff should follow the below procedures in the event of a severe or inclement weather warning:

i. Seek shelter immediately in designated areas.
ii. If you’re inside a building:
   A. If possible, go to the lowest level of the building;
   B. stay away from windows;
   C. go to an interior hallway; and
   D. use arms to protect head and neck in a “drop and tuck” position.
iii. If there is no time to get inside:
   A. lie in a ditch or low-lying area or crouch near a strong building;
   B. be aware of potential for flooding;
   C. use arms to protect head and neck in a “drop and tuck” position; and
   D. use jacket, cap, backpack or any similar items, if available, to protect face and eyes.

Seeking Shelter: Tornados and Hazardous Material Releases.

Tornado Procedures. In the event of a tornado watch or warning, students, faculty and staff should take the following steps.
i. If a tornado is sighted near the University:
   A. dial 911 from a campus phone or 512-471-4441 to report tornado sighting to the UTPD dispatcher; and
   B. seek safe shelter inside a building, in a ditch or beside an embankment.

ii. If a tornado is imminent near you:
   A. use interior hallways away from building’s exterior windows as a tornado shelter;
   B. close all doors to rooms with exterior windows;
   C. avoid all windows and other glassed areas;
   D. avoid the most dangerous locations of a building, usually along south and west sides and at corners; and
   E. protect yourself by going into a “drop and tuck” position.

**Hazardous Material Procedures.** Students, faculty and staff should observe the following steps in the event of a hazardous material release on campus:

i. You will receive a shelter-in-place announcement.
ii. Immediately move indoors.
iii. Close all windows and doors to shelter and seal as best you can, using towels, clothes or paper.
iv. If there appears to be air contamination within the shelter, place a paper mask, wet handkerchief or wet paper towel over the nose and mouth for temporary respiratory protection.
v. Continue to follow the instructions given by the response authorities.

**When else is it important to seek shelter?**
The procedures described above for tornados and hazardous material releases are known as shelter-in-place procedures. Sheltering-in-place is the use of any classroom, office or building for the purpose of providing temporary shelter. Shelter-in-place procedures are internationally recognized as standard practices of providing shelter for any of the following reasons: a chemical truck overturning, tornado, chemical train derailment, chemical facility accident, pipeline rupture, terrorist attack, release of biological agents, release of chemical agents, drilling accident, hazardous materials release, or radiological release.

4. **DAILY CAMPUS CRIME LOG**

The daily Campus Crime Log can be accessed online at: http://www.utexas.edu/police/crimelog/

Find the Campus Crime Watch Report at: http://www.utexas.edu/police/campuswatch/


Campus Safety & Security Homepage: http://www.utexas.edu/safety/

5. **CRIME PREVENTION, REPORTING AND PROGRAMMING**

**University Police Department | 512-471-4441 | Report A Crime**

- Crime prevention tips to staff or students reporting a crime
- Security surveys for departments
- Crime Prevention Month activities (October)
- Light timers provided (on loan) during holidays
- Daily reports on inoperative exterior lights, overgrown shrubbery, and unsecured doors, lock and door problems
- After analysis of theft, if a pattern is revealed through analysis of multiple reports of theft, recommendations sent to department for upgrading security
- "Rip off" cards left when property is found unsecured
• Special patrols
• Campus Watch crime tips
• 177 Emergency Call Boxes around campus
• 911 lines connecting every phone to police
• Crime tips in various campus newsletters
• Monitoring and responding to alarm call
• Mobile patrols 24 hrs./day
• http://www.utexas.edu/police/prevention/presentations.html

**Student Government** | 512-471-3166
- Escorts to campus locations through SURE Walk Program (see Escort Programs)

**Division of Housing & Food Service** | 512-471-3136
- Monitoring and responding to residence hall system alarms
- Information in residence hall and apartment newsletters on crime prevention and safety tips
- Handbook for residents is updated and posted online with special section on safety issues
- On-duty staff make nightly rounds of residence halls
- Safety programs offered throughout the year
- Background check of vendors, contractors, subcontractors working in residence halls.

**Counseling and Mental Health Center’s Voices Against Violence** | 512-471-3515 or 512-471-2255 for 24-hr counseling
- Data collection from 9 on-campus and 4 off-campus partners regarding University students victimized by sexual assault, relationship violence, and stalking
- Safety planning notebook for students
- Checklist of procedures and referrals for University staff and faculty

**Behavior and Concerns Advice Line (“BCAL”)** | 512-232-5050
- 24/7 telephone line by which individuals can report a concern regarding the behavior of a University community member to a trained professional
- Assessment of threat level posed to the University based on concerns reported
- Referrals to best suited resources based on concerns
- Information on how to address individuals in distress
- BCAL staff intervention when necessary to diffuse the concerning behavior
- Educational programming to faculty, staff and student leaders

6. **SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

The campus and University property are maintained for use by students, faculty, and staff. Access to campus facilities may be restricted as necessary to comply with Rules and Regulations of the Board of Regents of the University of Texas System and to meet safety and security requirements as determined by University officials. The University has instituted safety and security procedures and services, but the personal safety of each individual who enters the campus is his or her responsibility. Failure to take precautions or maintain an awareness of the environment and surroundings may result in increased risk. The University will continue to develop and implement security measures, but these measures cannot succeed without the personal support of students, faculty, staff, and visitors. Campus housing provides a range of services and security procedures designed to ensure the reasonable comfort of residents and invited guests. Residents are provided information about these programs and services, but are advised they are ultimately responsible for their own security and safety. Campus residence halls are supervised by trained staff members who are assisted in their efforts to maintain security by UTPD. Services include attention to lighting (including emergency lighting during power failures), locking all entrances on a regular schedule, security programming (including fire safety drills, rape awareness programs, vandalism reduction programs), card access system, installation of viewers in all individual student room doors, controlled keyway lock system, building rounds and door checks performed by student staff, and enforcement of a guest escort.
policy. Security at off-campus residences owned or controlled by registered student organizations is the responsibility of those organizations rather than the University. The University asks these organizations to provide information about their safety and security procedures. The information they provide is maintained in the Office of the Dean of Students and is available upon request. Contact Dr. Doug Garrard at 512-471-5017 for the latest report.

7. UNIVERSITY POLICE JURISDICTION

University Police Jurisdiction refers to campus law enforcement authority, its working relationship with state and local police, and the need for accurate and prompt reporting of all crimes to police, including timely warnings of crimes that present a threat to the campus community.

a) UTPD jurisdiction includes the main campus, the J. J. Pickle Research Center, the Brackenridge Tract along Lady Bird Lake, Bee Cave Research Center west of Austin, Paisano Ranch southwest of Austin, Montopolis Research Center in southeast Austin, Marine Science Institute at Port Aransas, Winedale Historical Center near Round Top, McDonald Observatory in west Texas, Ladybird Johnson Wildlife Center and several intramural fields and other Austin area properties owned by the University. UTPD's commissioned police officers are fully empowered by the state and have authority to stop vehicles, make arrests, and enforce all laws. UTPD has a written Memorandum of Understanding with the Austin Police Department that provides for a cooperative arrangement for regional law enforcement and public safety. UTPD also maintains close liaison with Travis County Sheriff's Office and the Texas Department of Public Safety. UTPD's Crime Prevention Unit provides a wide range of services and educational programs designed to promote campus security and aid in anticipating and minimizing potential dangers to the population and property of the University. These include security surveys, crime prevention presentations, updates on alarms and security systems, recommendations for security systems in new buildings, engraving services, and security device lending programs (for use during vacation periods). Whenever possible, these services are provided at the request of the community or community group. UTPD works with student and other campus media to help educate the University community in crime prevention and reporting. University Parking and Transportation Services offer online bicycle registration.

i. Engraving Services. To help protect property, the UTPD recommends marking property with a state issued driver’s license number. The UTPD loans out engravers from their police department and through University Housing and Food Service dormitory front desks. The UTPD also provides engraving parties (which includes several engravers) to practice engraving on a piece of metal or a piece of plastic before engraving property. To schedule a Make Your Mark program, call 512-232-9638 or register online (EID required).

b) It is of critical importance criminal activity be reported immediately and as accurately as possible, as outlined in 1.a) on page 2 of this report. Police investigations, whether by UTPD or APD, are hampered by the passage of time and incomplete or inaccurate information. In addition, some crimes pose risks or dangers that must be reported without delay to the campus community to minimize potential harm to individuals and their property. UT police and the University administration work closely to determine, on a case-by-case basis, when the campus community should be placed on alert regarding potential threats to the safety of its members.

c) The University encourages its professional counseling and health services staff to inform persons seeking their services of the procedures to report crimes on a voluntary, confidential basis for inclusion in the University's annual disclosure of crime statistics. This process is employed at the discretion of the professional counseling and health services staff, as they deem appropriate.

8. PERSONAL SAFETY & SECURITY AWARENESS PROGRAMMING

University Police Department ("UTPD") | 512-471-4441
- Rape prevention program
- Property & Personal Safety program
- Tactical Communication Program to reduce confrontations
- Information and programs on bicycle safety and security
- [http://www.utexas.edu/police/prevention/presentations.html](http://www.utexas.edu/police/prevention/presentations.html)

**Student Government** | 512-471-3166
- Self-defense classes
- **E-Bus** (A late night service for passengers from the University, west campus, and Riverside areas which provides a safe alternative to driving to and from Austin's entertainment district during weekend evenings (Thurs.-Sat. from 8:30 pm–to 3:30 am). Students, faculty, and staff may ride at no charge by presenting a University ID. Without a University ID, the cost is $1.)

**International Office** | 512-471-1211 or **Study Abroad Office** | 512-471-6490
- Basic Safety & Security Programs offered during International Student Orientation courtesy of UTPD

**Division of Housing & Food Service** | 512-471-3136
- New Employee Orientation (includes safety)
- Handbook given to all residents
- Orientation sessions for all residents; additional safety programs offered throughout the year
- Self-defense workshops
- Caller ID feature that allows residents to dial *57 after receiving a threatening or obscene call (caller's number recorded by UTPD)

**Human Resources Services** | 512-471-4772
- **New Employee Orientation (includes safety issues)**
- **Worker’s Compensation Issues**
- **Well-Being and Safety Issues**
- **Employee Assistance Program**

**Dean of Students** | 512-471-5017 for safety and 512-471-6259 for disability
- "Become Aware of Crime" programs during both student and parent orientation sessions (also offered during fall, spring, and summer school orientations)
- **Student Emergency Services** in the Office of the Dean of Students works with campus and community organizations to provide a number of services to assist students, and in some cases their families and friends, during an emergency or crisis situation. These services may include providing limited emergency funds, assistance with academic issues, outreach and advocacy for students, and coordination with other relevant University offices

**Counseling and Mental Health Center's Voices Against Violence** | 512-471-3515 or 512-471-2255 for 24-hr counseling
- Awareness and Prevention programs geared towards Freshman and International Students
- Outreach programs
- Peer-led interactive theater performances
- Training for University departments on awareness, prevention, and supporting survivors

**Behavior and Concerns Advice Line ("BCAL")** | 512-232-5050
- 24/7 telephone line by which individuals can report to a trained professional any concerns regarding the behavior of a University community member
- Assessment of threat level posed to the University based on concerns reported
- Referrals to best suited resources based on concerns
- Information on how to address individuals in distress
- BCAL staff intervention when necessary to diffuse the concerning behavior
- Educational programming to faculty, staff, and **student leaders**
9. MONITORING OFF-CAMPUS CRIMINAL ACTIVITY

Monitoring off-campus criminal activity refers to monitoring and recording, through local police agencies, of criminal activity at off-campus locations of student organizations officially recognized by the University, including student organizations with off-campus housing facilities.

University police jurisdiction does not include off-campus properties owned or controlled by registered student organizations. Regular UTPD contact with APD aids in the coordination of the activities of the two agencies. UTPD obtains information from APD about criminal activity at properties owned or controlled by registered student organizations. For purposes of reporting the data in Campus Crime Information, the term "non-campus buildings" includes areas off campus owned or controlled by registered student organizations. However, the University has no responsibility for security policies, procedures, or safety at these locations.

10. SEXUAL ASSAULT REPORTING, POLICY, PREVENTION AND OUTREACH

POLICY STATEMENT

It is the policy of the University to provide an educational and working environment for its students, faculty, and staff that is free from sex and gender discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including domestic violence and dating violence), and stalking. In accordance with federal and state law, the University prohibits discrimination on the basis of sex and gender and prohibits sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and stalking.

The University will not tolerate sex and/or gender discrimination (including discrimination on the basis of gender orientation, gender identity or gender expression), sexual harassment, sexual misconduct or physical abuse, threats of violence, physical assault, or any form of sexual violence, including but not limited to, sexual assault, acquaintance rape, domestic violence, dating violence or stalking. These unacceptable behaviors are hereafter collectively referred to as "prohibited conduct." Individuals who alone, or in concert with others, participate or attempt to participate in prohibited conduct described in this policy are subject to disciplinary action by the University, notwithstanding any action that may or may not be taken by civil or criminal authorities.

The University strongly urges students, faculty, staff, and third parties to promptly report incidents of prohibited conduct as provided in this policy. Responsible Employees of the University (as defined below) are required to promptly report incidents of prohibited conduct as provided in this policy. The University will respond to all reports of prohibited conduct. As described in this policy, the University will conduct a prompt, fair, and impartial investigation and resolution for complaints and, where appropriate, issue remedial measures and/or sanctions. The standard of evidence that will be used in investigating and resolving complaints made under this policy is the “preponderance of the evidence” standard. This standard is met if the allegation is deemed more likely to have occurred than not.

DEFINITIONS:

For purposes of this policy, the below definitions apply. However, some of these terms are also defined under federal and/or Texas State law. For more information regarding state law definitions, please refer to the end of this section.

Complaint: A signed document or other report, including verbal reports (if appropriately acknowledged), alleging a violation of this policy.

Complainant: A person who submits a complaint alleging a violation of this policy.
**Consent:** A voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity. Consent to one act does not imply consent to another. Past consent does not imply future consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. Any expression of an unwillingness to engage in any instance of sexual activity establishes a presumptive lack of consent.

Consent is not effective if it results from: (a) the use of physical force, (b) a threat of physical force, (c) intimidation, (d) coercion, (e) incapacitation, or (f) any other factor that would eliminate an individual’s ability to exercise his or her own free will to choose whether or not to engage in sexual activity.

An individual’s manner of dress or the existence of a current or previous dating or sexual relationship between two or more individuals does not, in and of itself, constitute consent to engage in a particular sexual activity. Even in the context of a relationship, there must be a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity.

**Incapacitation:** A state of being that prevents an individual from having the capacity to give consent. For example, incapacitation could result from the use of drugs or alcohol, a person being asleep or unconscious, or because of an intellectual or other disability.

**Interpersonal Violence:** An offense that meets the definition of domestic violence or dating violence:

**Domestic Violence:** Abuse or violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a person with whom the complainant is cohabiting (or has cohabited) with a spouse or intimate partner, by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of the State of Texas, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the State of Texas.

**Dating Violence:** Abuse or violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship will be determined based on the complainant’s statement and with consideration of the type and length of the relationship and the frequency of interaction between the persons involved in the relationship. Two people may be in a romantic or intimate relationship regardless of whether the relationship is sexual in nature; however, neither a casual acquaintance nor ordinary fraternization between two individuals in a business or social context shall constitute a romantic or intimate relationship. This definition does not include acts covered under domestic violence.

**Respondent:** The person designated to respond to a complaint. Generally, the respondent is the person alleged to be responsible for the prohibited conduct alleged in a complaint.

**Responsible Employee:** Pursuant to Title IX, a Responsible Employee is a University employee who has the authority to take action to redress an alleged violation of this policy; who has been given the duty of reporting such allegations to the University Title IX Coordinator or designee; or whom an individual could reasonably believe has this authority or duty.

At the University of Texas at Austin, Responsible Employees include, but are not limited to:

- administrators
- academic advisors
- coaches, and other athletic staff who interact directly with students
- faculty members, including professors, adjuncts, lecturers associate/assistant instructors (AIs), and teaching assistants (TAs)
- graduate research assistants
residence life directors
resident assistants
all supervisory staff

Responsible Employees have a **duty** to promptly report incidents of sex discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and stalking to the University Title IX Coordinator or Deputy Title IX Coordinators. Responsible Employees are not confidential reporting resources.

**Retaliation:** Any action that adversely affects the academic, employment, or other institutional status of a student or employee of the University, visitor, applicant for admission to or employment with the University, because an individual has, in good faith, brought a complaint under this policy, opposed an unlawful practice, participated in an investigation, or requested accommodations. Examples of retaliation include, but are not limited to: denial of promotion, non-selection/refusal to hire, denial of job benefits, demotion; suspension, discharge, threats, reprimands, negative evaluations, harassment, or other adverse treatment that is likely to deter reasonable people from pursuing their rights. Retaliation is strictly prohibited and will not be tolerated.

**Sex Discrimination:** Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects the individual or group’s employment or education on the basis of sex (gender).

Alleged discriminatory behavior that is not on the basis of sex (gender) is not covered by this policy; however, such discriminatory conduct is addressed by other University policies prohibiting discrimination on a variety of bases. See [HOP 3-3020](#) Nondiscrimination Policy.

**Sexual Assault:** An offense that meets the definition of rape, fondling, incest or statutory rape:

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the complainant.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is younger than 17 years of age and is not a spouse of the respondent.

**Sexual Harassment:** Unwelcome conduct of a sexual nature. Sexual harassment is a form of sex discrimination that can occur when

- the submission to unwelcome physical conduct of a sexual nature, or to unwelcome requests for sexual favors or other verbal conduct of a sexual nature, is made an implicit or explicit term or condition of employment or education;
- the submission to or rejection of unwelcome physical conduct of a sexual nature, or unwelcome requests for sexual favors or other verbal conduct of a sexual nature, is used as a basis for academic or employment decisions or evaluations;
- unwelcome physical acts of a sexual nature, or unwelcome requests for sexual favors or other verbal conduct of a sexual nature, that have the effect of creating an objectively hostile environment that substantially interferes with employment or education on the basis of sex; or
- such conduct is intentionally directed towards a specific individual and has the purpose or effect of unreasonably interfering with that individual’s education, employment, or participation in University activities, or creating an intimidating, hostile, or offensive atmosphere
Sexual harassment may include
1. Sexual violence, as defined under the Texas Penal Code, which includes rape, sexual assault, sexual battery, and sexual coercion.
2. Physical conduct that, depending on the totality of the circumstances present, including frequency and severity, may constitute sexual harassment includes, but is not limited to
   - unwelcome intentional touching; or
   - deliberate physical interference with or restriction of movement.
3. Verbal conduct, whether oral, written, or symbolic expression, that dependent on the totality of the circumstances present including frequency and severity, may constitute sexual harassment includes, but is not limited to
   - explicit or implicit propositions to engage in sexual activity;
   - gratuitous comments, jokes, questions, anecdotes, or remarks of a sexual nature about clothing or bodies;
   - gratuitous remarks about sexual activities or speculation about sexual experiences;
   - persistent, unwanted sexual or romantic attention;
   - subtle or overt pressure for sexual favors;
   - exposure to sexually suggestive visual displays such as photographs, graffiti, posters, calendars, or other materials; or
   - deliberate, repeated humiliation or intimidation based upon sex.

This policy applies only to verbal conduct that is not necessary to an argument for or against the substance of any political, religious, philosophical, ideological, or academic idea.

Sexual Misconduct: Behavior or conduct of a sexual nature that is unprofessional and/or inappropriate for the educational and/or working environment. Behaviors that may constitute sexual misconduct include, but are not limited to

- repeatedly engaging in sexually oriented conversations, comments, or horseplay, including the use of language or the telling of jokes or anecdotes of a sexual nature in the workplace, office, or classroom, even if such conduct is not objected to by those present;
- gratuitous use of sexually oriented materials not directly related to the subject matter of a class, course, or meeting, even if not objected to by those present;
- failure to observe the appropriate boundaries of the supervisor/subordinate or faculty member/student relationship, including the participation of a supervisor, teacher, advisor, or coach in an unreported consensual romantic or sexual relationship with a subordinate employee or student; or
- engaging in any form of sexual exploitation. Sexual exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for his or her own benefit or to benefit anyone other than the one being exploited. Examples of sexual exploitation include, but are not limited to, engaging in voyeurism; forwarding of pornographic or other sexually inappropriate material by email, text, or other channels to non-consenting students/groups; and any activity that goes beyond the boundaries of consent, such as recording of sexual activity, letting others watch consensual sex, or knowingly transmitting a sexually transmitted disease (STD) to another.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to fear for his/her own safety or the safety of others or would cause that person to suffer substantial emotional distress. A “course of conduct” means two or more acts in which a person directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person’s property. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the complainant.
“Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

The primary resources for the above section of the Annual Security Report are the following:
HOP 3-3031 Prohibition of Sexual Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence and Stalking.
UNIVERSITY PROCEDURES
Complaint Investigation and Disciplinary Process

The University strongly encourages the prompt reporting of prohibited conduct covered by this policy. Delays in reporting can greatly limit the University’s ability to stop the alleged conduct, collect evidence and/or take effective action against individuals or organizations accused of violating this policy. A report of alleged violations of this policy may be made by

- a person who believes they experienced prohibited conduct (a complainant); and/or
- a person who has information that prohibited conduct may have been committed (a reporter).

Once a report of prohibited conduct is received, the University will respond promptly and investigate the report in a fair and impartial manner. Where warranted, the University will enact interim measures. The University will handle reports of prohibited conduct consistently with procedural guidelines developed to ensure prompt and equitable resolution of such reports. If a complainant chooses not to participate in the University’s investigation of a report, the University may, at its discretion, pursue the report without the complainant’s participation.

The purpose of an investigation, which includes interviewing the parties and witnesses, is to gather and assess evidence. The standard of evidence that will be used in investigating and adjudicating complaints made under this policy is the “preponderance of the evidence” standard. This standard is met if the allegation is deemed more likely to have occurred than not. All investigators shall have appropriate and ongoing training regarding issues related to domestic violence, dating violence, sexual assault, sexual misconduct and stalking, as well as, on how to conduct an investigation that protects the safety of complainants and promotes accountability.

Possible outcomes of an investigation are (1) a finding the allegations are not warranted or could not be substantiated; (2) a finding the allegations are substantiated and constitute a violation of the policy and, if so, (3) referral to the appropriate administrative authority for corrective action. The University will also provide interim and remedial measures, to the extent possible, to protect the reporting party and eliminate any hostile environment.

Complaints Against University Students
Individuals may report an alleged violation of this policy by a University student to the University Title IX Coordinator, or a Deputy Title IX Coordinator, Office of the Dean of Students, or to any Responsible Employee listed below which includes, but is not limited to:

- administrators
- academic advisors
- coaches, or other athletic staff who interact directly with students
- faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AIs), and teaching assistants (TAs)
- graduate research assistants
- residence life directors
- resident assistants
- all supervisory staff

Responsible Employees are in turn required to promptly notify the University Title IX Coordinator or a Deputy Title IX Coordinator of the reported incident. Responsible Employees are not confidential reporting resources.
Depending on the respondent’s relationship with the University, the investigation will be managed by the Office of the Dean of Students - Student Judicial Services or the Office of Institutional Equity according to their respective procedures.

Student Judicial Services processes complaints of violations of this policy as provided in Appendix C, Chapter 11, Student Discipline and Conduct.

The Office of Institutional Equity processes complaints of violations of this policy as provided in Procedure and Practice Guide.

Complaints Against University Employees (faculty and staff), Visitors, or Contractors

Individuals may report an alleged violation of this policy by a University employee, including faculty, staff, and student employees, as well as visitors, or contractors to the University Title IX Coordinator, Office of Institutional Equity, or to any Responsible Employee listed below which includes, but is not limited to:

- administrators
- academic advisors
- coaches, or other athletic staff who interact directly with students
- faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AIs), and teaching assistants (TAs)
- graduate research assistants
- residence life directors
- resident assistants
- all supervisory staff

Responsible Employees are in turn required to promptly notify the University Title IX Coordinator or a Deputy Title IX Coordinator of the reported incident. Responsible Employees are not confidential reporting resources.

Depending on the respondent’s relationship with the University, the investigation will be managed by the Office of the Dean of Students - Student Judicial Services or the Office of Institutional Equity according to their respective procedures.

Student Judicial Services processes complaints of violations of this policy as provided in Appendix C, Chapter 11, Student Discipline and Conduct).


SUMMARY OF RIGHTS OF THE COMPLAINANT AND RESPONDENT IN INVESTIGATIONS PURSUANT TO HOP 3-3031

Parties to an investigation initiated pursuant to this policy shall:

- receive a prompt, fair, and impartial investigation and resolution of all reports of prohibited conduct by an investigator(s) who is properly trained to investigate and resolve such allegations;
- be notified of available counseling, mental health, academic, legal and other applicable support services, both at the University and in the community;
- be informed of all applicable University policies and procedures as well as the nature and extent of all alleged violations contained within the report;
- have the right to be accompanied by an advisor of the individual's choosing during all meetings, proceedings, and/or disciplinary hearings at which the individual is present. (The role of the advisor will be limited to being present only; advisors are not allowed to actively participate in the process);
- be given equal chance to participate in the investigation process, including the opportunity to identify witnesses and other relevant evidence;
be simultaneously informed in writing of the outcome of any University disciplinary hearing arising from an allegation of prohibited conduct, of the University's procedures for appealing the results of the disciplinary hearing, of any changes in the outcome that occurs before the outcome is finalized, and of the University's final outcome.

**STANDARD OF EVIDENCE**
The purpose of an investigation, which includes interviewing the parties and witnesses, is to gather and assess evidence. The standard of evidence used in investigating and adjudicating complaints made under this policy is the “preponderance of the evidence” standard. This standard is met if the allegation is deemed more likely to have occurred than not. All investigators shall have appropriate and ongoing training regarding issues related to domestic violence, dating violence, sexual assault, sexual misconduct and stalking, as well as, on how to conduct an investigation that protects the safety of complainants and promotes accountability.

**POSSIBLE SANCTIONS AND PROTECTIVE MEASURES**
Possible outcomes of an investigation are (1) a finding the allegations are not warranted or could not be substantiated; (2) a finding the allegations are substantiated and constitute a violation of the policy and, if so, (3) referral to the appropriate administrative authority for corrective action. The University will also provide interim and remedial measures, to the extent possible, to protect the reporting party and eliminate any hostile environment.

In some instances, when an individual reports an alleged violation of this policy to the University, the University may take emergency action to protect the emotional health or physical safety of the reporting individual and/or of the larger University community. Such arrangements will be facilitated through the appropriate University officials and all decisions will be based upon the evidence available at that time.

Interim and remedial measures. The University may implement interim measures, as may be necessary to assure the safety and well-being of the complainant, to maintain an environment free from harassment, discrimination, or retaliation, and to protect the safety and well-being of community members. Appropriate University officials will decide if and what interim measures are necessary. Such interim measures may include, but are not limited to, separating the complainant’s and respondent’s academic or working situations, forbidding contact between parties involved in a complaint, suspending the right of the respondent to be present on campus or otherwise altering the University status of the respondent. Other interim measures may be implemented given the respondent’s relationship with the University. These interim measures may be kept in place through the conclusion of any review, investigation, or appeal process.

Final sanctions. If a respondent is found responsible for violating this policy, the University may impose a sanction on the respondent and initiate additional remedial actions.

Disciplinary action against faculty and staff will be handled under the University’s policies for discipline and dismissal of faculty and staff. Disciplinary actions may include, but are not limited to, written reprimands, the imposition of conditions, reassignment, suspension, and dismissal.

Disciplinary action against a student will be imposed by the Office of the Dean of Students in accordance with University’s student disciplinary procedures. Student disciplinary actions may include, but are not limited to, probation, suspension, or expulsion.

**CONFIDENTIALITY AND ANONYMITY**
Individuals wishing to remain anonymous can file a complaint (by telephone or in writing) with the University Title IX Coordinator or a Deputy Title IX Coordinator. However, electing to remain anonymous may greatly limit the University’s ability to investigate an alleged incident, collect evidence and/or take effective action against individuals or organizations accused of violating this policy.

The University has an obligation to maintain an environment free of sex discrimination, thus many University employees have mandatory reporting and response obligations and may not be able to honor a complainant’s request for confidentiality. In the event confidentiality cannot be maintained, the University
will share information only as necessary and only with people who need to know to fulfill the purposes of this policy and applicable law, such as investigators, witnesses, administrators, and the respondent. The University will comply with the Family Educational Rights and Privacy Act (FERPA), with Texas Education Code Section 51.971 and other confidentiality laws as they apply to Title IX investigations.

Complainants who want to discuss a complaint in strict confidence may use the confidential support resources described in this policy.

**POLICE AND MEDICAL: RESOURCES**

An individual who experiences any form of sexual assault is strongly encouraged to seek immediate medical care. Individuals can undergo a medical exam to properly collect and preserve physical evidence of the sexual assault with or without the police’s involvement. It is important to preserve forensic and other physical evidence that may assist in proving the alleged criminal offense occurred and such evidence may be helpful in obtaining a protection order against the respondent. Therefore, a medical exam should be performed immediately after the event, if possible. If a medical exam is not or cannot be performed immediately after the event, individuals may still obtain a Sexual Assault Forensic Exam (SAFE) within five (5) days of the sexual assault if law enforcement is involved and within four (4) days if they are not. With the individual’s consent, the physical evidence collected during this medical exam can be used as part of a criminal investigation; however, an individual may undergo a SAFE regardless of whether he/she has contacted, or intends to contact, the police. To obtain a SAFE exam, contact SafePlace at 512-267-SAFE. For additional information, see [http://hopelaws.org/](http://hopelaws.org/). An individual may also seek an exam from his or her own physician.

The cost of the forensic portion of the exam is covered by the law enforcement agency investigating the assault or, in cases where a report will not be made to the police, the Texas Department of Public Safety. This does not include fees related to medical treatments not a part of the SAFE. For more information about financial resources available for individuals who experience any form of sexual assault, please see the information about Voices Against Violence and Student Emergency Services below.

**Reporting an assault to law enforcement does not mean the case will automatically go to criminal trial or through University disciplinary processes.** If the police are called, a uniformed officer will be sent to the scene to take a detailed statement. A police department counselor may provide a ride to the hospital. A report may be filed with the police regardless of whether or not the accused was a UT student.

If a decision is made to make a report to the police, it is important to note that police jurisdictions depend on where the sexual assault occurred.

If the alleged incident occurred on campus, a report may be filed with UTPD by calling 512-471-4441, enter “9” (for non-emergencies) or in person at UTPD headquarters at 2201 Robert Dedman Drive, Austin, TX 78705 (across from the Manor Garage and Darrell K Royal-Texas Memorial Stadium).

If the alleged incident occurred in Austin but off-campus, a report may be filed with APD, regardless of time elapsed since the assault occurred. If a report is made to APD, a uniformed officer will be dispatched to the location to make a written report.

- Emergency: 911
- Victim Services (bilingual operators available): 512-974-5037
- Relationship violence (Family Protection Team): 512-974-8535
- Non-emergency stalking reports: 311

An individual who has experienced a sexual assault is strongly encouraged to seek medical and psychological care regardless of whether he/she intends to request a SAFE or report the assault to the police. He/she may be prescribed medications to prevent sexually transmitted infections and/or pregnancy regardless of whether the police were contacted or a SAFE was performed. Medical care can be provided at University Health Services (for students), at a local emergency room, or by a private physician. Psychological support can be provided by the University Counseling and Mental Health Center (for students), SafePlace, or by a care provider of the individual’s choosing.
• UHS Nurse Advice Line is staffed 24 hours a day, every day of the year. Students may call 512-475-6877 (NURS) for free advice and guidance about health-related questions.

• An individual who experiences any form of sexual assault may pursue any civil or criminal remedies provided by state law. An individual does not need to file a criminal police report to either use on or off-campus resources or to file a complaint with the University.

• A protective order is a civil court order issued to prevent continuing acts of family violence, sexual assault, human trafficking or stalking. The Attorney General of Texas has extensive information on protective orders and can be downloaded from their website.

WHERE TO REPORT All administrators, faculty, staff, students, and third parties are strongly encouraged to promptly report any incidents of sex discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and/or stalking to the University Title IX Coordinator, a Deputy Title IX Coordinator, or through other reporting channels listed below.

Individuals wishing to file a complaint of sex discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and/or stalking are also strongly encouraged to promptly notify the University Title IX Coordinator, a Deputy Title IX Coordinator, or a Responsible Employee. Responsible Employees are in turn required to promptly notify the University Title IX Coordinator or a Deputy Title IX Coordinator of the complaint. Individuals also have the right to pursue a legal remedy for the prohibited conduct covered by this policy in addition to or instead of proceeding under this policy.

A complaint under this policy may be filed by the University, faculty, staff, student, or third party based on the alleged conduct of any University employee, including faculty, staff, student employee, as well as visitors, University affiliates and others conducting business on campus. Complaints based on the alleged conduct of students who are not also employees of the University are addressed in the General Information Catalog ("GIC"), Appendix D.

If an employee or student believes he or she has experienced conduct prohibited under this policy, the individual may also contact the University Title IX Coordinator or a Deputy Title IX Coordinator for additional assistance and information. Employees/students who would like to report an alleged sexual assault, interpersonal violence (including domestic violence and dating violence) and/or stalking to the police and would like the University Title IX Coordinator or a Deputy Title IX Coordinator to accompany him/her to provide support during the reporting process, should contact the University Title IX Coordinator or a Deputy Title IX Coordinator via the contact information provided above.

The University also encourages anyone who believes they experienced or witnessed a sexual assault (or any other crime) to make a report to UTPD, if the assault occurred on campus, or to local law enforcement, for assaults occurring off campus.

University Title IX Coordinator
LaToya C. Hill, Ph.D.
Associate Vice-President for University Compliance Services
1616 Guadalupe Street, Suite 2.507A
Phone: 512-232-3992
Website: [http://www.utexas.edu/titleix/](http://www.utexas.edu/titleix/)
Email: [TitleIX@austin.utexas.edu](mailto:TitleIX@austin.utexas.edu)

Deputy Title IX Coordinator:
Brett Lohoefener, JD.
Director of Investigations and Policy
Office of Institutional Equity (Faculty & Staff Concerns)
101 East 27th Street, Suite 4.302
Phone: 512-471-1849  
Website: http://www.utexas.edu/equity  
Email: equity@utexas.edu

**Deputy Title IX Coordinator:**  
Krista Anderson, M.ED  
Director of Student Emergency Services  
Student Emergency Services (Student Concerns)  
100 W. Dean Keeton Street, 4.104  
Phone: 512-471-5017  
Website: http://deanofstudents.utexas.edu/emergency/  
Email: studentemergency@austin.utexas.edu

**Anonymous Reporting**  
You may report such incidents **anonymously** to University Compliance Services by calling 1-877-507-7321 or through the hotline web interface, available at http://www.reportlineweb.com/utaustin

**University of Texas Police Department (UTPD)**  
Phone: 512-471-4441, then enter "9" (for non-emergencies)  
Emergencies: 911  
Address: 2201 Robert Dedman Drive, Austin, TX 78705

**Austin Police Department**  
Phone: 512-974-5000  
Emergencies: 911

Individuals may also contact the following external, federal and state agencies:

**U.S. Department of Education (Office for Civil Rights)**  
1999 Bryan Street, Suite 1620, Dallas, TX 75201-6810  
Phone: 214-661-9600, Fax: 214-661-9587  
OCR.Dallas@ed.gov

**U.S. Equal Employment Opportunity Commission**  
Legacy Oaks, Building A, Suite 200, San Antonio, TX 78229  
Phone: 800-669-4000, Fax: 210-281-7690  
www.eeoc.gov

**Texas Workforce Commission**  
Civil Rights Division  
101 E. 15th Street, Room 144-T, Austin, TX 78778-0001  
Phone: 512-463-2642  
www.twc.state.tx.us

**WRITTEN NOTIFICATION TO STUDENTS AND EMPLOYEES**  
When an employee or student reports a concern under this policy, they will be provided written notification about services available at the University, including information on counseling, health, mental health, victim advocacy, legal assistance, and other services available both on- and off-campus.  
Additionally, written notification will be provided to victims about options for, and available assistance in, changing academic, living, transportation, and working situation if those changes are requested by the victim and reasonably available, regardless of whether victim reports the offense to local or campus police.

**Confidential On-Campus Resources**  
If an individual would like the details of the incident to remain confidential, he/she should speak with a campus mental health counselor, campus health service providers, Employee Assistance Program (EAP)
counselors, and/or off-campus rape crisis resources who can maintain confidentiality. Campus counselors may be seen on an emergency basis.

**Counseling and Mental Health Center**
http://www.cmhc.utexas.edu/
- Provides information about safety, legal, housing, academic, and medical options and manages the VAV Survivor Emergency Fund
- Offers individual and group counseling service
- Operates 24 hour telephone counseling service at 512-471-CALL (471-2255)

**University Health Services**
http://www.healthyhorns.utexas.edu/
24 hour Nurse Advice Line: 512-475-NURS (475-6877)
- Provides general exams to treat injuries, both internal and external

**University Employee Assistance Program**
http://www.utexas.edu/hr/eap/
For emergency situations outside normal working hours call: 512-471-3399
- Provides short term, problem solving counseling sessions.
- Available following any trauma or crisis experienced by an employee.

### Non-Confidential On-Campus Resources (with Title IX Reporting Obligations)
You are **strongly encouraged** to report an alleged violation of this policy to a University Responsible Employee (e.g., an administrator, academic advisor, coach, faculty member). When a Responsible Employee is informed of an alleged violation of this policy, the Responsible Employee is **required** to notify the University Title IX Coordinator or a Deputy Title IX Coordinator of the allegation. The University takes reports of alleged violations of this policy very seriously and will investigate such allegations. Formal reporting to a Responsible Employee means that only people who need to know of the alleged violation will be informed, and such information will be shared only as necessary with relevant University employees, witnesses, and the accused individual.

**University Title IX Coordinator**
LaToya C. Hill, Ph.D.
Associate Vice-President for University Compliance Services
1616 Guadalupe Street, Suite 2.507A
Phone: 512-232-3992
Website: [http://www.utexas.edu/titleix/](http://www.utexas.edu/titleix/)
Email: TitleIX@austin.utexas.edu

**Deputy Title IX Coordinator:**
**Brett Lohofener, JD.**
Director of Investigations and Policy
Office of Inclusion and Equity (Faculty & Staff Concerns)
101 East 27th Street, Suite 4.302
Phone: 512-471-1849
Website: [http://www.utexas.edu/equity](http://www.utexas.edu/equity)
Email: equity@utexas.edu

**Deputy Title IX Coordinator:**
**Krista Anderson, M.ED**
Director of Student Emergency Services
Student Emergency Services (Student Concerns)
100 W. Dean Keeton Street, 4.104
Phone: 512-471-5017
Website: [http://deanofstudents.utexas.edu/emergency/](http://deanofstudents.utexas.edu/emergency/)
Email: studentemergency@austin.utexas.edu
Student Emergency Services 512-471-5017
http://deanofstudents.utexas.edu/emergency/
- May provide limited emergency funds
- Assists with academic issues
- Provides referrals within the University and in the Austin area when necessary
- Serves as an advocate for students while working with other campus departments

Student Judicial Services 512-471-2841
http://deanofstudents.utexas.edu/sjs/
- Provides information about how the University's investigation and student disciplinary process works
- Investigates allegations that a student respondent may have violated University policy and administers the University disciplinary process
- Issues no contact directives to students involved in a complaint

University of Texas Police Department:
512-471-4441, enter "9" (for non-emergencies)
http://www.utexas.edu/police/
- Offers crime prevention presentations that include issues related to assault
- Publishes crime statistics information
- Teaches free Rape Aggression Defense (RAD) classes to University students, staff members, and faculty members

Behavior Concerns Advice Line (BCAL)
512-232-5050
https://www.utexas.edu/safety/bcal/
- Allows members of the University community to discuss their concerns about an individual’s behavior
- Offers a centralized resource available 24 hours a day for anyone who is not sure how to help a person he or she is concerned about

New Student Services
512-471-3304
http://deanofstudents.utexas.edu/nss/
- Provides programs to raise awareness of sexual assault on campus and resources for prevention and support
- Trains Orientation advisors about issues related to sexual assault and interpersonal violence

Sorority and Fraternity Life
512-471-9700
http://deanofstudents.utexas.edu/sfl/
- Conducts educational workshops for individual fraternities and sororities
- Provides sexual assault education to all incoming pledges

Student Ombuds Services
512-471-3825
http://www.utexas.edu/students/ombuds
- Provides information about University resources and University processes to students

Faculty Ombuds Services 512-471-5866
https://www.utexas.edu/faculty/council/ombuds/
- Provides information about University resources and University processes to faculty
Staff Ombuds Services 512-232-8010
https://www.utexas.edu/staff/ombuds
- Provides information about University resources and University processes to staff

University Residence Halls
512-471-8631
http://www.utexas.edu/student/housing/
- Trains resident assistants on issues related to sexual assault
- Publishes an online safety handbook
- Offers individual and group support and follow-up

Austin Community Resources
SafePlace 512-267-SAFE
http://www.safeplace.org/
- Operates a twenty-four-hour hotline
- Helps individuals who have experienced a sexual assault navigate the forensic medical exam
- Offers individual and group therapy for individuals who have experienced sexual assault and/or domestic violence
- Provides domestic violence shelter services

Austin Police Department
911
http://www.austintexas.gov/department/police
- 911, provides emergency response and takes reports of sexual assaults
- Offers Victim Services counselors at 512-974-5037

St. David’s Hospital Emergency Room 512-544-4240
- Operates emergency room, located at 919 East 32nd Street, Austin, TX 78705

University Medical Center Brackenridge - Seton 512-324-7000
http://www.seton.net/locations/brackenridge/
- Operates emergency room, located at 601 East 15th Street, Austin, TX 78701

EDUCATION PROGRAMS AND ONGOING PREVENTION AND AWARENESS CAMPAIGNS
The University has education programs to promote the awareness and prevention of rape, acquaintance rape, domestic violence, dating violence, stalking and sexual assault. The University provides ongoing prevention and awareness campaigns for students and employees.

All incoming students participate in the Campus Clarity education program and all new employees participate in the University Compliance Services compliance module on Sexual Harassment and Violence. These primary prevention and awareness programs include:

- A statement that the University prohibits domestic violence, dating violence, sexual assault and stalking
- Texas State definitions of “domestic violence,” “dating violence,” “sexual assault,” and “stalking”
- Texas State definition of “consent” in reference to sexual activity
- Safe and positive options for bystander intervention that a person may take to prevent harm or intervene when there is a risk of one of these offenses
• Information regarding risk reduction strategies to recognize warning signs of abusive behavior and how to avoid potential attacks
• Possible sanctions or protective measures the University may impose following a final determination of an SJS disciplinary procedure regarding domestic violence, dating violence, stalking and sexual assault
• Procedures individuals should follow if one of these offenses has occurred, including information about:
  ▪ Importance of preserving evidence as may be necessary to the proof of criminal domestic violence, dating violence, sexual assault or stalking or in obtaining a protection order
  ▪ To whom the alleged offense should be reported
  ▪ Options regarding law enforcement and campus authorities, including the option to notify (or not) on-campus and local police and be assisted by campus authorities in notifying law enforcement if the individual so desires
• Victim’s rights (and UT’s responsibilities) regarding protection/restraining orders, no contact orders or similar civil/criminal orders
• The University’s policies and disciplinary procedures related to these offenses
• Information regarding how the University will protect victims’ confidentiality, including
  how publicly-available recordkeeping will be accomplished without the inclusion of identifying information about the victim, to the extent permitted by law
• Information about existing counseling, health, mental health victim advocacy, legal assistance and other services available for victims—both on- and off-campus
  Information about options for, and assistance in, changing academic, living, transportation and working situations if requested by the victim and the requested accommodation is reasonably available, regardless of whether the victim chooses to report the crime to law enforcement authorities
• Notice that a person reporting to the University that he/she has been a victim of one of these offenses (whether it occurred on- or off-campus) will be provided a written explanation of this information

STUDENT CONDUCT PROCEDURES

Policy Statement
It is the policy of The University of Texas at Austin (“University”) to provide an educational and working environment for its students, faculty, and staff that is free from sex and gender discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including domestic violence and dating violence), and stalking. In accordance with federal and state law, the University prohibits discrimination on the basis of sex and gender and prohibits sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and stalking.

The University will not tolerate sex and/or gender discrimination (including discrimination on the basis of gender orientation, gender identity or gender expression), sexual harassment, sexual misconduct or physical abuse, threats of violence, physical assault, or any form of sexual violence, including but not limited to sexual assault, acquaintance rape, domestic violence, dating violence, or stalking (collectively or singly referred to as “prohibited conduct”). Individuals who alone, or in concert with others, participate or attempt to participate in prohibited conduct described in this policy are subject to disciplinary action by the University, notwithstanding any action that may or may not be taken by civil or criminal authorities. Students who engage in such prohibited conduct will be subject to disciplinary action as provided in (Appendix C, Chapter 11, Student Discipline and Conduct). Note: Students who are also employees of the University may also be subject under the Handbook of Operating Procedures (HOP) for the same conduct described in this policy (e.g., HOP 3-3031 and HOP 8-1010).
The University encourages affected individuals to promptly report incidents of sex and gender discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and stalking as provided in this policy. The University also encourages individuals who may have witnessed instances of prohibited conduct to report such information as outlined in this policy.

Responsible Employees of the University (as defined below) are required to promptly report incidents of prohibited conduct. The University will respond to all reports made under this policy. The University will conduct a prompt, fair, and impartial investigation and resolution for complaints and, where appropriate, issue remedial measures and/or sanctions.

**Responsible Employee:** Pursuant to Title IX, a Responsible Employee is a University employee who has the authority to take action to redress an alleged violation of this policy who has been given the duty of reporting such allegations to the University Title IX Coordinator or designee, or an employee whom an individual could reasonably believe has this authority or duty.

Responsible Employees include, but are not limited to:
- administrators
- academic advisors
- coaches, and other athletic staff who interact directly with students
- faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AIs), and teaching assistants (TAs)
- graduate research assistants
- residence life directors
- resident assistants
- all supervisory staff

Responsible Employees have a **duty** to promptly report incidents of sex discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and stalking to the University Title IX Coordinator or a Deputy Title IX Coordinator. Responsible Employees are not confidential reporting resources.

**STANDARD OF EVIDENCE**
The standard of evidence that will be used in investigating and adjudicating complaints made under this policy is the “preponderance of the evidence” standard. This standard is met if the allegation is deemed more likely to have occurred than not. Proceedings under this policy and Chapter 11, Appendix C of the General Information Catalog will provide a prompt, fair, and impartial investigation and resolution of complaints.

The purpose of an investigation, which includes interviewing the parties and witnesses, is to gather and assess evidence. All investigators shall have appropriate and ongoing training regarding issues related to domestic violence, dating violence, sexual assault, sexual misconduct and stalking, as well as, on how to conduct an investigation that protects the safety of complainants and promotes accountability.

**COMPLAINT AND INVESTIGATION**
The University strongly encourages the prompt reporting of prohibited conduct covered by this policy. Delays in reporting can greatly limit the University’s ability to stop the alleged conduct, collect evidence and/or take effective action against individuals or organizations accused of violating this policy. A report of alleged violations of this policy may be made by
- a person who believes they experienced prohibited conduct (a complainant); and/or
- a person who has information that prohibited conduct may have been committed (a reporter).

Once a report of prohibited conduct is received, the University will respond promptly and investigate the report in a fair and impartial manner. Where appropriate, the University will enact interim measures. The University will handle reports of prohibited conduct consistently with procedural guidelines developed to ensure prompt and equitable resolution of such reports. If a complainant chooses not to participate in the University’s investigation of a report, the University may, at its discretion, pursue the report without the complainant’s participation.
**ONGOING TRAINING**
The University’s commitment to raising awareness of the harm resulting from the conduct prohibited in this policy includes offering ongoing education to both employees and students. In addition, the University Title IX Coordinator, Deputy Title IX Coordinators, investigators, and hearing officers receive training each academic year about offenses, investigatory procedures, due process requirements, conducting a hearing and University policies related to or described in this policy. The University is committed to protecting the safety of complainants and due process rights for all students, and promoting accountability.

**SUMMARY OF RIGHTS OF THE COMPLAINANT AND RESPONDENT IN INVESTIGATION**
Parties to an investigation initiated pursuant to this policy shall
- receive a prompt, fair, and impartial investigation and resolution of all reports of prohibited conduct by an investigator(s) who is properly trained to investigate and resolve such allegations;
- be notified of available counseling, mental health, academic, legal and other applicable support services, both at the University and in the community;
- be informed of all applicable University policies and procedures as well as the nature and extent of all alleged violations contained within the report;
- have the right to be accompanied by an advisor of the individual's choosing during all meetings, proceedings, and/or disciplinary hearings at which the individual is present. (The role of the advisor will be limited to being present only; advisors are not allowed to actively participate in the process);
- be given equal chance to participate in the investigation process, including the opportunity to identify witnesses and other relevant evidence;
- be simultaneously informed in writing of the outcome of any University disciplinary hearing arising from an allegation of prohibited conduct, of the University’s procedures for appealing the results of the disciplinary hearing, of any changes in the decision that occurs before the outcome is finalized, and of the University’s final decision.

**CONFIDENTIALITY AND ANONYMITY**
Individuals wishing to remain anonymous can file a complaint (by telephone or in writing) with the University Title IX Coordinator or a Deputy Title IX Coordinator. However, electing to remain anonymous may greatly limit the University’s ability to investigate an alleged incident, collect evidence, and/or take effective action against individuals or organizations accused of violating this policy.

The University has an obligation to maintain an environment free of sex discrimination, thus many University employees have mandatory reporting and response obligations and may not be able to honor a complainant’s request for confidentiality. In the event confidentiality cannot be maintained, the University will share information only as necessary and only with people who need to know to fulfill the purposes of this policy and applicable law, such as investigators, witnesses, administrators, and the respondent. The University will comply with the Family Educational Rights and Privacy Act (FERPA), with Texas Education Code Section 51.971 and other confidentiality laws as they apply to Title IX investigations.

**POSSIBLE SANCTIONS OR PROTECTIVE MEASURES**
Interim measures. If the University receives evidence indicating a respondent presents a continuing danger to people or property or poses an ongoing threat of disrupting the academic process, the Office of the Dean of Students or other appropriate University official may take immediate interim disciplinary action against the respondent pending a final determination of an alleged violation of this policy. Such protective/interim measures may include, but are not limited to, suspending the right of the student to be present on campus (including living in campus residence halls) and attend classes, and otherwise altering the status of the student. Other protective measures may be implemented given the respondent’s relationship with the University.

Final sanctions. In the event a final determination is made that the respondent is responsible for violating this policy, the University may impose any of the sanctions authorized in Appendix C, Chapter 11, Section 11-701, Student Disciplining and Conduct.
In some instances, when a student reports an alleged violation of this policy to the University, the University may take emergency action to protect the emotional health or physical safety of the reporting student and/or of the larger University community. For example, a student who lives on campus may be moved to another campus living environment if he/she chooses or may be allowed to drop a class. Such arrangements will be facilitated through the Office of the Dean of Students and/or other appropriate University officials and all decisions will be based upon the evidence then available.

Resource Links:
Appendix C: Student Discipline and Conduct
Appendix D: Policy on Sexual Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking
HOP 3-3031: Prohibition of Sexual Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking

WRITTEN NOTIFICATION
When an employee or student reports a concern under this policy, they will be provided written notification about services available at the University. Specifically, the written information included will be:

- Explanation of the student or employee’s rights and options including his/her option to notify UTPD/APD, be assisted by the University in notifying UTPD/APD if he/she so chooses, and the option not to notify UTPD/APD.
- A list of possible sanctions or protective measures the University may impose following a final determination of an SJS disciplinary procedure involving allegations of sexual assault, stalking, domestic violence or dating violence.
- Procedures victims should follow if dating violence, domestic violence, stalking or sexual assault has occurred.
- Importance of preserving evidence as may be necessary to the proof of criminal domestic violence, dating violence, sexual assault or stalking, or in obtaining a protection/restraining order.
- To whom the alleged offense should be reported.
- Rights of victims and the University’s responsibility regarding protection/restraining orders, no contact orders or similar orders issued by a criminal or civil court.
- Information regarding existing resources (counseling, health, mental health, victim advocacy, legal assistance and other services) available both on- and off-campus.
- Options for, and available assistance in, changing academic, living, transportation and working situations if requested by the victim and if such accommodation is reasonably available, regardless of whether the victim chooses to report the crime to UTPD or APD.
- Procedures relating to the University’s disciplinary process in cases of alleged domestic violence, dating violence, sexual assault and stalking, including a clear statement that:
  - The proceedings will: (i) provide a prompt, fair and impartial investigation and resolution, and (ii) be conducted by officials who receive annual training on issues related to domestic violence, dating violence, sexual assault and stalking and how to conduct an investigation and a hearing process that protects the safety of complainants and promotes accountability.
  - Complainant and respondent have the same opportunity to be accompanied by an advisor of his/her choice during a disciplinary proceeding or any related meeting or proceeding.
  - Complainant and respondent shall be simultaneously informed in writing of: (i) the outcome of any University disciplinary hearing arising from an allegation of domestic violence, dating violence, stalking or sexual assault, (ii) the University’s procedures for appealing the results of the disciplinary hearing, (iii) any changes to the outcome that occurs before outcome is finalized, and (iv) when outcome becomes final.
• Information about how the University will protect the victims’ confidentiality, including how publicly-available recordkeeping will be accomplished without the inclusion of identifying information about the victim (to the extent permissible by law)

OPTIONS AND RESOURCES

Below is a list of educational and preventive programs and support services on and off campus that provide information relating to sexual assault, interpersonal violence (including domestic violence and dating violence), and stalking. Brochures and other printed materials are available from each office. Additional information may be obtained by calling the numbers or visiting the websites listed below.

POLICE AND MEDICAL RESOURCES

A student who experiences any form of sexual assault is strongly encouraged to seek immediate medical care. Students may undergo a medical exam to properly collect and preserve physical evidence of the sexual assault with or without the police’s involvement. It is important to preserve forensic and other physical evidence that may assist in proving that the alleged criminal offense occurred and such evidence may be helpful in obtaining a protective order against the respondent. Therefore, a medical exam should be performed immediately after the event, if possible. If a medical exam is not or cannot be performed immediately after the event, students may still obtain a Sexual Assault Forensic Exam (SAFE) within five (5) days of the sexual assault if law enforcement is involved and within four (4) days if they are not. With the student’s consent, the physical evidence collected during this medical exam can be used as part of a criminal investigation; however, a student may undergo a SAFE regardless of whether he/she has contacted, or intends to contact, the police. To obtain a SAFE exam, contact SafePlace at 512-267-SAFE. For additional information, see the Sexual Assault Legal Services & Assistance website. A student may also seek an exam from their own physician.

The cost of the forensic portion of the exam is covered by the law enforcement agency that is investigating the assault or, in cases where a report will not be made to the police, the Texas Department of Public Safety. This does not include fees related to medical treatment that are not a part of the SAFE. For more information about financial resources for UT students, please see the information about Voices Against Violence and Student Emergency Services below.

Reporting an assault to law enforcement does not mean that the case will automatically go to criminal trial or to a University disciplinary hearing. If the police are called, a uniformed officer will be sent to the scene to take a detailed statement. A ride to the hospital may be provided by a police department counselor. A report may be filed with the police regardless of whether or not the accused was a UT student.

If a decision is made to make a report to the police, it is important to note that police jurisdictions depend on where the sexual assault occurred.

If the alleged incident occurred on campus, a report may be filed with the UT Police Department (UTPD) by calling 512-471-4441, enter “9” (for non-emergencies) or in person at UTPD headquarters at 2201 Robert Dedman Drive, Austin, TX 78705 (across from the Manor Garage and Darrell K Royal-Texas Memorial Stadium).

If the alleged incident occurred in Austin but off-campus, a report may be filed with APD regardless of time elapsed since the assault occurred. If a report is made to the police, a uniformed officer will be dispatched to the location to make a written report.

• Emergency: 911
• Victim Services (bilingual operators available): 512-974-5037
• Relationship violence (Family Protection Team): 512-974-8535
• Non-emergency stalking reports: 311
A student who has experienced a sexual assault is strongly encouraged to seek medical and psychological care regardless of whether he/she intends to request a SAFE or report the assault to the police. He/she may be prescribed medications to prevent sexually transmitted infections and/or pregnancy regardless of whether the police were contacted or a SAFE was performed. Medical care can be provided at University Health Services, at a local emergency room, or by a private physician. Psychological support can be provided by the UT Counseling and Mental Health Center, SafePlace, or by a care provider of the student’s choosing.

UHS Nurse Advice Line is staffed 24 hours a day, every day of the year. Students may call 512-475-6877 (NURS) for free advice and guidance about health-related questions.

A student who experiences any form of sexual assault may pursue any civil or criminal remedies provided by state law. A student does not need to file a criminal police report to either use on or off-campus resources or to file a complaint with the Office of the Dean of Students.

**CONFIDENTIAL ON-CAMPUS RESOURCES**

If a student would like the details of the incident to remain confidential, he/she should speak with a campus mental health counselor, campus health service providers or off-campus rape crisis resources who can maintain confidentiality. Campus counselors may be seen on an emergency basis.

**Counseling and Mental Health Center**

512-471-3515  
http://cmhc.utexas.edu/

- Provides information about safety, legal, housing, academic, and medical options and manages the Voices Against Violence Survivor Emergency Fund
- Offers individual and group counseling service
- Operates 24 hour telephone counseling service at 512-471-CALL (471-2255)

**University Health Services**

http://healthyhorns.utexas.edu

- Appointments: 512-471-4955
- http://healthyhorns.utexas.edu/
- Nurse Advice Line 512-475-NURS (475-6877)
- Provides general exams to treat injuries, both internal and external

**NON-CONFIDENTIAL ON-CAMPUS RESOURCES (WITH TITLE IX REPORTING OBLIGATIONS)**

You are strongly encouraged to report an alleged violation of this policy to a University “Responsible Employee” (for example, an administrator, faculty member, supervisory staff, coach or other athletic staff who interact directly with students, residence life director, resident assistant, academic advisor, graduate research assistant or teaching assistant). When a Responsible Employee is informed of an alleged violation of this policy, the Responsible Employee is required to notify the University Title IX or Deputy Title IX Coordinator of the allegation. The University takes reports of alleged violations of this policy very seriously and will investigate such allegations. Formal reporting to a Responsible Employee means that only people who need to know of the alleged violation will be informed, and such information will be shared only as necessary with relevant University employees, witnesses, and the accused individual.

**University Title IX Coordinator**  
University Compliance Services  
512-232-3992  
titleix@austin.utexas.edu  http://www.utexas.edu/student-affairs/policies/title-ix
Deputy Title IX Coordinator for Faculty/Staff
Office of Institutional Equity
512-471-1849
equity@utexas.edu
http://www.utexas.edu/student-affairs/policies/title-ix

Deputy Title IX Coordinator for Students
Student Emergency Services
Office of the Dean of Students 512-471-5017
studentemergency@austin.utexas.edu  http://www.utexas.edu/student-affairs/policies/title-ix

Student Emergency Services
512-471-5017
http://deanofstudents.utexas.edu/emergency/
- May provide limited emergency funds
- Assists with academic issues
- Provides referrals within the University and in the Austin area when necessary
- Serves as an advocate for students while working with other campus departments

Student Judicial Services
512-471-2841
http://deanofstudents.utexas.edu/sjs/
- Provides information about how the University’s investigation and student disciplinary process works
- Investigates allegations that a student respondent may have violated University policy and administers the University disciplinary process
- Issues no contact directives to students involved in a complaint

University of Texas Police Department
512-471-4441, enter “9” (for non-emergencies)
http://www.utexas.edu/police/
- Offers crime prevention presentations that include issues related to assault
- Publishes crime statistics information
- Teaches free Rape Aggression Defense (RAD) classes to University students, staff members, and faculty members

Behavior Concerns Advice Line (BCAL)
512-232-5050
https://www.utexas.edu/safety/bcal/
- Allows members of the University community to discuss their concerns about an individual’s behavior
- Offers a centralized resource that is available twenty-four hours a day for anyone who is not sure how to help a person he or she is concerned about
- Operates as a partnership between the Office of the Dean of Students, the Counseling and Mental Health Center, the Employee Assistance Program, and the University of Texas Police Department

New Student Services
512-471-3304
http://deanofstudents.utexas.edu/nss/
- Provides programs to raise awareness of sexual assault on campus and resources for prevention and support
- Trains Orientation advisors about issues related to sexual assault and interpersonal violence
• Gives all freshmen who attend Orientation a wallet card highlighting important campus and local resources

Sorority and Fraternity Life
512-471-9700
http://deanofstudents.utexas.edu/sfl/
• Conducts educational workshops for individual fraternities and sororities
• Provides sexual assault education to all incoming pledges

Student Ombuds Services 512-471-3825
http://www.utexas.edu/students/ombuds
• Provides information about University resources and University processes

University Residence Halls
512-471-8631
http://www.utexas.edu/student/housing/
• Trains resident assistants on issues related to sexual assault
• Includes discussion of issues related to sexual assault in floor meetings
• Offers educational programs in the residence halls
• Publishes an online safety handbook
• Offers individual and group support and follow-up

AUSTIN COMMUNITY RESOURCES

SafePlace
512-267-SAFE
http://www.safeplace.org/
• Operates a twenty-four-hour hotline
• Helps individuals who have experienced a sexual assault navigate the forensic medical exam
• Offers individual and group therapy for individuals who have experienced sexual assault and/or domestic violence
• Provides domestic violence shelter services

Austin Police Department
911
http://www.austintexas.gov/department/police
• 911 provides emergency response and takes reports of sexual assaults
• Offers Victim Services counselors at 512-974-5037

St. David’s Hospital Emergency Room
512-544-4240
• Operates emergency room, located at 919 East 32nd Street, Austin, TX 78705

University Medical Center Brackenridge – Seton
512-324-7000
http://www.seton.net/locations/brackenridge/
• Operates emergency room, located at 601 East 15th Street, Austin, TX 78701

STATE LAW DEFINITIONS
If a person would like to press criminal charges for an alleged violation of any of the below criminal laws, or would like to seek an order of protection, the definitions contained in the Texas Penal Code would apply; not the internal definitions used in this policy.
**Dating Violence**: “an act, other than a defensive measure to protect oneself, by an individual that is committed against a victim with whom the actor has or has had a dating relationship; or because of the victim’s marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault. ‘Dating relationship’ means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of the length of the relationship; the nature of the relationship; and the frequency and type of interaction between the persons involved in the relationship. A casual acquaintance or ordinary fraternization in a business or social context does not constitute a ‘dating relationship.’” Texas Family Code Section 71.0021.

**Domestic (Family) Violence**: “an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself, or abuse by a member of a family or household toward a child of the family or household, or dating violence.” Texas Family Code Section 71.004.

**Sexual Assault**: “a person commits an offense if the person (1) intentionally or knowingly causes the penetration of the anus or sexual organ of another person by any means, without that person's consent; causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or (2) intentionally or knowingly causes the penetration of the anus or sexual organ of a child by any means; causes the penetration of the mouth of a child by the sexual organ of the actor; causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or causes the mouth of a child to contact the anus or sexual organ of another person, including the actor.

A sexual assault is without the consent of the other person if: the actor compels the other person to submit or participate by the use of physical force or violence; the actor compels the other person to submit or participate by threatening to use force or violence against the other person, and the other person believes that the actor has the present ability to execute the threat; the other person has not consented and the actor knows the other person is unconscious or physically unable to resist; the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it; the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring; the actor has intentionally impaired the other person's power to appraise or control the other person's conduct by administering any substance without the other person's knowledge; the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat; the actor is a public servant who coerces the other person to submit or participate; or the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor. ‘Child’ means a person younger than 17 years of age. ‘Spouse’ means a person who is legally married to another.” Texas Penal Code Section 22.011.

**Stalking**: “a person who, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that: (1) the person knows or reasonably believes the other person will regard as threatening including bodily injury or death for the other person, bodily injury or death for a member of the other person’s family or household or for an individual with whom the other person has a dating relationship, or fear that an offense will be committed against the other person’s property, and (2) causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship to be placed in fear of bodily injury or death or fear that an offense will be committed against the other person's property, and (3) would cause a reasonable person to fear bodily injury or death for himself or herself, or
bodily injury or death for a member of the person's family or household or for an individual with whom the person has a dating relationship, or fear that an offense will be committed against the person’s property. A fact finder may find that different types of conduct described above, if engaged in on more than one occasion, constitute conduct that is engaged in pursuant to the same scheme or course of conduct.” Texas Penal Code Section 42.072.

Questions
Questions regarding this policy should be directed to the University Title IX Coordinator in University Compliance Services, the Office of the Dean of Students, or the Office of Institutional Equity.

USE OF ALCOHOL AND DRUGS
The fact that the student accused of sexual assault was under the influence of drugs or alcohol at the time of the assault will not diminish the student’s responsibility for a violation of the Institutional Rules on Student Services and Activities, nor shall being under the influence of alcohol or drugs be construed as an invitation to or as implied consent for unwanted sexual advances.

PROHIBITION OF RETALIATION
Students, faculty and staff members are prohibited from retaliating in any way against an individual who has brought a complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct; or against any individual who has participated in an investigation of such complaints. Please note, a student, faculty or staff member who retaliates in any way against an individual who has brought a complaint pursuant to University sexual discrimination, harassment, or misconduct policy or participated in an investigation of such a complaint, is subject to disciplinary action, up to and including dismissal from the University.

FILING OF FALSE COMPLAINTS
Any person who knowingly and intentionally files a false complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct is subject to disciplinary action, up to and including dismissal from the University.

11. REGISTERED SEX OFFENDERS

Registered Offenders.
Texas Code of Criminal Procedure Chapter 62 mandates individuals that are required to register as sex offenders to report to their primary registering agency if they are living, working or volunteering with an institution of higher education. You may search for information regarding registered sex offenders at the following websites:

- http://www.utexas.edu/police/alerts/sex_offenders.html
- https://records.txdps.state.tx.us/DpsWebsite/Index.aspx

12. MISSING STUDENT AND EMERGENCY NOTIFICATION POLICY
All students who reside in on-campus housing must designate another individual as a missing student contact. This individual will be notified by the University if the student is determined to be missing for more than 24 hours. A list of titles of the persons or organizations to which students, employees, or other individuals should report that a student has been missing for 24 hours is below:

- Any Resident Assistant
- Any Hall Coordinators
- Any Office of the Dean of Students staff member
- Any UTPD officer

Notification will be made to the designated missing student contact and UTPD for students of any age who reside on-campus and are determined to be missing for more than 24 hours. The Missing
Student Notification Procedure also covers emancipated students under 18 who reside on-campus, and stipulates that the student’s custodial parent or guardian must be notified within 24 hours after the student is determined to be missing. Your contact information will be registered confidentially and accessible to authorized campus officials only. This information may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

Many missing person reports in the University environment result from someone changing their normal routine and failing to inform others of this change. Students can take a proactive role in supporting the Missing Student Notification Procedure by:

- Keeping emergency contact information up-to-date on a semester basis with your institution.
- Updating friends and family members with changes to e-mail, cell and other contact information.
- Making sure that a roommate, designated friend, and/or family member knows how to reach you and what your routine is.
- Establishing a habit of “checking in” with family and friends on a regular basis.

If you believe a student who resides in on-campus housing is missing, please notify your Resident Assistant, Hall Coordinator, member of the Office of the Dean of Students, or UTPD immediately.

For additional information, please reference Appendix A: (Emergency Notification Policy) of the

General Information Catalog 2014-2015, listed below.

a) **Policy Statement.** As safety and emergency notification practices are under greater scrutiny at institutions of higher education, it is the position of the University that at least one emergency contact person must be listed for each student enrolled at the University. A student’s cell phone number is also part of the emergency notification protocol in case the University should need to contact the student via text message about critical incidents on campus. Information gathered remains confidential to the extent allowed by law.

b) **Scope.** This policy applies to all admitted and enrolled students of the University. This policy provides for two distinctly different types of emergency notification. First, it details all the ways the University provides notification about emergencies to students, faculty members, and staff members. Second, it indicates the way the University will follow to notify a student’s designated emergency contact in the event of personal distress or missing person status.

c) **University Communication of Emergency.** Emergencies may range from inclement weather to building evacuations to campus closures, and the University has a variety of tools to communicate with the public in the event of these and other possible emergencies. Depending on the type of emergency, some or all of the following tools may be used to communicate with faculty members, staff members, and students:

i. **Siren System.** This system is tested at about noon on the first Wednesday of every month. It delivers a siren warning and public address in the event of certain outdoor emergencies. More information about the siren system is available at [http://www.utexas.edu/safety/sirens/](http://www.utexas.edu/safety/sirens/).

ii. **Emergency Website.** The emergency website, [http://www.utexas.edu/emergency/](http://www.utexas.edu/emergency/), is updated with information during actual emergencies or campus closures.

iii. **University Emergency Information Line 512-232-9999.** Students and faculty and staff members may call this main number for information about campus closures.

iv. **Campus Television Emergency Announcement System.** Emergency announcements will override residence hall and campus cable television, instructing the viewer where to go for additional information.

v. **Text Messaging Service.** The University contracts with a third-party vendor that provides the technological ability to send text messages to members of the campus community. Only text
messages about emergencies and messages used periodically to test the system are sent. Any data provided to the vendor by the University is protected by contractual arrangements.

vi. **Pager System.** Campus first responders, resident advisors, and some building managers are part of the Austin Warning and Communication System paging system. Pagers send text messages about emergencies on campus and alert city responders like APD, Austin Fire Department, Emergency Medical Services, and Office of Emergency Management to campus crisis situations.

vii. **Fire Panel Systems.** Residence halls are equipped with fire panel systems that have a public address capability. Resident advisors are trained to use these systems in emergencies in order to make announcements to the entire building regarding evacuation, shelter in place, or other responses.

viii. **University Group E-mail.** During emergencies, UT Safety Alert sends an “urgent” group e-mail to every student and faculty and staff member. The message directs individuals to the emergency Web site for additional information and instructions.

ix. **Voice Mail to Office Telephones.** This system leaves a voice message on every faculty and staff member’s office phone on campus.

x. **Local News Media.** The Office of Public Affairs sends press releases and makes calls to contacts on a local media list. Because of the transient nature of its population, the University depends a great deal on broadcast media to notify students, faculty members, and staff members of emergencies before or during their commutes.

xi. **Public Safety Patrol Car Announcements.** UTPD patrol cars are equipped with public address systems that officers can use to provide instructions to pedestrians during emergencies.

xii. **Telephone Tree.** The president’s office has a telephone tree of department contacts that is activated during an emergency.

d) **Emergency Contact Information for Students.** Using the online update form in UT Direct (https://utdirect.utexas.edu/registrar/myinfo/index.WBX), every student must provide the University with the name and contact information of at least one individual who could be contacted in the event of an individual emergency or to report the student missing. Students under the age of eighteen (unless emancipated) must provide contact information for at least one custodial parent. Students over the age of eighteen may designate anyone of their choosing to be the emergency contact. If a student living in University housing is determined to have been missing for more than 24 hours, Housing and Food Services will notify law enforcement (UTPD) and the Student Emergency Services unit in the Office of the Dean of Students to initiate missing person procedures. Student Emergency Services will notify the designated emergency contact for a student identified as a missing person within 24 hours of receiving the report.

e) **Updating Emergency Contact Information for Missing Students.** Students are required to update their primary cell phone and emergency contact information annually in order to keep the information current. Students who fail to update their emergency contact information have bars placed on their records that keep them from registering for classes. The bar is removed when the student submits the required emergency contact information.

f) **Privacy and Confidentiality.** Official use of emergency contact information is subject to the same privacy and record retention requirements as other official University information.

g) **Authoritative Source.** The authoritative source of this policy and responsibility for its implementation rests with the Vice President for Student Affairs. The University emergency protocols are managed by the Associate Vice President for University Operations.

h) **For Assistance.** Questions about data security should be directed to the registrar at 512-475-7575. Questions about acceptable use standards should be directed to the Office of the Dean of Students at 512-471-5017.
13. **STATEMENT OF POLICY ON ALCOHOL, DRUGS, AND EDUCATION PROGRAMS**

a) **A Drug Free University.** The University provides information for students and employees regarding illicit drug and alcohol abuse, including standards of conduct, health risks, state and federal penalties, and available drug or alcohol counseling and rehabilitation services. Printed copies of this information are available at the University Compliance Services, 2.206 UT Administration Building (UTA), 1616 Guadalupe St., Austin, Texas 78701.

b) **Standards of Conduct.** Series 50101, Section 2.1 of the Rules and Regulations of the Board of Regents of the University of Texas System provides that all students are expected and required to obey federal, State, and local laws; to comply with the Regents’ Rules and Regulations, with the University of Texas System ("UT System") and institutional rules and regulations, and directives issued by administrative officials of UT System or UT System institution in the course of their authorized duties; and to observe standards of conduct appropriate for an academic institution. A student’s failure to do so may result in disciplinary action instituted against the student, regardless of whether such conduct occurs on or off campus or whether civil or criminal penalties are also imposed for such conduct.

Series 50101, Section 2.2 of the Rules and Regulations of the Board of Regents of the University of Texas System provides that each institution shall adopt rules and regulations concerning student conduct and discipline. Such rules shall be in accordance with a model policy developed by the Office of General Counsel that complies with State and federal law, Regents’ Rules, and UT System policies. Institutional rules shall become effective upon review and approval by the Executive Vice Chancellor for Academic Affairs, as appropriate, and by the Vice Chancellor and General Counsel. Each student is deemed to have notice of the provisions of the Regents’ Rules and Regulations and institutional policies.

Chapter 11, Student Discipline and Conduct of the Institutional Rules indicates that the dean of students may initiate disciplinary proceedings under subchapter 11-404 against a student who, among other items, (1) engages in conduct that violates any provision of federal, State or local law, whether or not the violation occurs on University property or in connection with any University-oriented activity; (2) engages in unauthorized use or possession of alcoholic beverages in a University classroom building, laboratory, auditorium, library, museum, faculty or administrative office, intercollegiate or intramural athletic facility, residence hall, or any other campus area (see Regents’ Rules and Regulations, Rule 80102 for more information); or engages in the improper use, possession, or consumption of alcoholic beverages, including but not limited to underage possession of alcohol, underage consumption of alcohol, providing alcohol to a minor, public intoxication, minor driving under the influence of alcohol, driving while intoxicated; or (3) engages in illegal use, possession, or sale of a drug or narcotic or possession of drug paraphernalia.

In the case of University employees, bringing intoxicants or drugs onto University premises, using intoxicants or drugs, having intoxicants or drugs in one's possession or being under the influence of intoxicants or drugs at any time while on University premises constitutes misconduct under Section 5-2420 of the University's Handbook of Operating Procedures. The unlawful use, possession, or distribution of drugs or alcohol by an employee is prohibited by the University of Texas System's Drug and Alcohol Policy. In addition, employees of the University of Texas at Austin are subject to Section 8-1030 of the Handbook of Operating Procedures.

c) **Health Risks of Alcohol and Drugs**

**Alcohol.** Health hazards associated with the excessive use of alcohol or with alcohol dependency include dramatic behavioral changes, retardation of motor skills, and impairment of reasoning and rational thinking. These factors result in a higher incidence of accidents and accidental death for such persons compared to nonusers of alcohol. Nutrition also suffers and vitamin and mineral deficiencies are frequent. Prolonged alcohol abuse can cause any or all of the following: bleeding from the intestinal tract, damage to nerves and the brain, impotence, psychotic behavior, loss of
memory and coordination, damage to the liver often resulting in cirrhosis, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries and muscles. Damage to the nerves and organs are usually irreversible. Cancer is the second leading cause of death in alcoholics and is ten times more frequent than in non-alcoholics. Sudden withdrawal of alcohol from persons dependent on it will cause serious physical withdrawal symptoms. Drinking during pregnancy can cause fetal alcohol syndrome. Overdoses of alcohol can result in respiratory arrest and death.

**Drugs.** The use of illicit drugs usually causes the same general types of physiological and mental changes as alcohol, though frequently, those changes are more severe and more sudden. Death or coma resulting from overdose of drugs is more frequent than from alcohol.

**Cocaine.** Cocaine is a stimulant that is most commonly inhaled as a powder. It can be dissolved in water and used intravenously. The cocaine extract (“crack”) is smoked. Users can progress from infrequent use to dependence within a few weeks or months. Psychological and behavioral changes that can result from such use include over-stimulation, hallucinations, irritability, sexual dysfunction, psychotic behavior, social isolation, and memory problems. An overdose produces convulsions and delirium and may result in death from cardiac arrest. Cocaine dependency requires considerable assistance, close supervision, and treatment.

**Amphetamines.** Patterns of use and associated effects are similar to cocaine. Severe intoxication may produce confusion, rambling or incoherent speech, anxiety, psychotic behavior, ringing in the ears, and hallucinations. Intense fatigue and depression resulting from use can lead to severe depression. Large doses may result in convulsions and death from cardiac or respiratory arrest.

**MDA and MDMA (XTC, Ecstasy).** These amphetamine-based hallucinogens are sold in powder, tablet, or capsule form and can be inhaled, injected, or swallowed. They cause similar, but usually milder, hallucinogenic effects than those of LSD. Because they are amphetamines, tolerance can develop quickly and overdosing can occur. Exhaustion and possible liver damage can occur with heavy use. In high doses, these drugs can cause anxiety, paranoia and delusions. While rare, these drugs have been associated with deaths in users with known or previously undiagnosed heart conditions.

**Rohypnol (Rophies, Roofies, Rope).** This drug is similar to the drug Valium, a benzodiazepine, but it is more potent than Valium. Initially, it causes a sense of relaxation and a reduction of anxiety. At higher doses, light-headedness, dizziness, lack of coordination, and slurred speech occur. The drug affects memory and, in higher doses or if mixed with other drugs or alcohol, can result in amnesia for the time period the user is under the influence. Because of its amnesiac effect, Rohypnol has been given intentionally to others to facilitate sexual assault and other crimes. Combining this drug with other sedating drugs, including alcohol, will increase the intensity of all effects of the drug and, in sufficient doses, can cause respiratory arrest and death. Dependency can occur.

**Heroin and Other Opiates.** Addiction and dependence can develop rapidly. Use is characterized by impaired judgment, slurred speech, and drowsiness. Overdose is manifested by coma, shock, and depressed respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea, vomiting, and muscle and joint pains.

**Hallucinogens or Psychedelics.** These include LSD, mescaline, peyote, and phencyclidine or PCP. Use impairs and distorts one's perception of surroundings, causes mood changes and results in visual hallucinations that involve geometric forms, colors, and persons or objects.

**Solvent Inhalants (e.g., glue, lacquers, plastic cement).** Fumes from these substances cause problems similar to alcohol. Incidents of hallucinations and permanent brain damage are more frequent with chronic use.
Marijuana (Cannabis). Marijuana is usually ingested by smoking. Smoking marijuana causes disconnected ideas, alteration of depth perception and sense of time, impaired judgment and impaired coordination. Prolonged use can lead to psychological dependence.

Damage from Intravenous Drug Use. In addition to the adverse effects associated with the use of a specific drug, intravenous drug users who use unsterilized needles or who share needles with other drug users can develop HIV, hepatitis, tetanus ("lock jaw"), and infections in the heart. Permanent damage or death can result.

d) **Sanctions Under University Rules and Regulations**

**Students.** Students caught or suspected of possessing, using, and/or distributing drugs prohibited by State, federal or local law will be subject to University discipline, including imposition of a written warning, disciplinary probation, suspension, financial responsibility for damage to or misappropriation of University property, educational sanctions including permanent expulsion, and such other sanctions deemed appropriate.

**Employees.** The unlawful use, possession, and/or distribution of drugs or alcohol, or engaging in conduct prohibited by University policy regarding the manufacture, sale, possession, distribution, or use of alcohol or illegal drugs will result in disciplinary probation, demotion, suspension without pay, or termination.

e) **Penalties Under Texas Law**

**Manufacture of Delivery of Controlled Substances (Drugs).** The minimum penalty is confinement in jail for a term of not more than two years or less than 180 days, and a fine not to exceed $10,000. The maximum penalty is confinement in Texas Department of Corrections ("TDC") for life or for a term of not more than 99 years nor less than fifteen years, and a fine not to exceed $250,000.

**Possession of Controlled Substances (Drugs).** The minimum penalty is confinement in jail for a term of not more than two years or less than 180 days, and a fine not to exceed $10,000. The maximum penalty is confinement in TDC for life or for a term of not more than 99 years nor less than fifteen years, and a fine not to exceed $250,000.

**Delivery of Marijuana.** The minimum penalty is confinement in jail for a term of not more than 180 days, a fine not to exceed $2,000, or both. The maximum penalty is imprisonment for life or for a term of not more than 99 nor less than ten years, and a fine not to exceed $100,000.

**Possession of Marijuana.** The minimum penalty is confinement in jail for a term of not more than 180 days, a fine not to exceed $2,000, or both. The maximum penalty is confinement in TDC for life or for a term of not more than 99 nor less than five years, and a fine not to exceed $250,000.

**Driving While Intoxicated (includes intoxication from alcohol, drugs, or both).** The minimum penalty is confinement in jail for a term of not more than 180 days nor less than 72 hours, and a fine of not more than $2,000. The maximum penalty is imprisonment for a term of not more than ten years nor less than two years, and a fine not to exceed $10,000.

**Public Intoxication.** The minimum penalty is a fine not to exceed $500. The maximum penalty varies with age and number of offenses.

**Purchase of Alcohol by a Minor.** The minimum penalty is a fine not to exceed $500. The maximum penalty varies with age and number of offenses.

**Consumption or Possession of Alcohol by a Minor.** The minimum penalty is a fine not to exceed $500. The maximum penalty varies with number of offenses.
**Purchasing for or Furnishing of Alcohol to a Minor.** The minimum penalty is a fine not to exceed $4,000 or confinement in jail for a term not to exceed one year, or both. The maximum penalty is a fine not to exceed $4,000 or confinement in jail for a term not to exceed one year, or both.

The penalties described above are based on applicable Texas statues and are subject to change at any time by the Legislature and the Governor. Please refer to the applicable State statute for additional information.

**f) Penalties Under Federal Law**

**Manufacture, Distribution, or Dispensing of Drugs (including marijuana).** The minimum penalty is a term of imprisonment for up to three years and a fine of $250,000, or both. The maximum penalty is a term of life imprisonment without release (no eligibility for parole) and a fine not to exceed $8,000,000 for an individual or $20,000,000 (if other than an individual).

**Possession of Drugs (including marijuana).** The minimum penalty is imprisonment for up to one year and a fine of not less than $1,000, or both. The maximum penalty is imprisonment for not more than 20 years nor less than five years and a fine of not less than $5,000 plus costs of investigation & prosecution.

**Distribution of Drugs to a Person Under 21 Years of Age.** The minimum penalty is double the federal penalty for distribution of drugs. The maximum penalty is triple the federal penalty for distribution of drugs.

The federal penalties described above are based on applicable federal statutes and are subject to change at any time by Congress and the President. There are additional factors in the federal sentencing guidelines, including various enhancement provisions for prior offenses. Title 21 U.S.C. Section 860 provides that the federal statutory penalties double (and in some cases triple) when a controlled substance is distributed (or even possessed with intent to distribute) within 1,000 feet of a school or a public university. Please refer to the applicable federal statute for additional information.

**g) Available Drug or Alcohol Counseling or Rehabilitation Services**

**Students.** The Counseling and Mental Health Center’s Alcohol and Other Drugs Counseling Program offers confidential, individual consultations to students with alcohol and/or other drug-related questions or concerns. To schedule an initial consultation, call the Counseling and Mental Health Center at 471-3515 or visit the 5th floor of the Student Services Building (“SSB”), 100 West Dean Keeton Street, open 8 a.m. to 5 p.m. Monday through Friday. More information is available online at: www.cmhc.utexas.edu/alcoholdrugs.html.

Educational programs, workshops, referral information, online and printed information related to college students and the use of alcohol or other drugs are also available at the University Health Services’ Health Promotion and Resource Center. Call 512-475-8252 or visit room 1.106 of the SSB, open 8 a.m. to 5 p.m., Monday through Friday, to schedule an appointment, request information about a program, or obtain additional information. More information is available online at: www.healthyhorns.utexas.edu/drugsandalcohol.html. A telephone counselor is available twenty-four hours a day, seven days a week, at 512-471-2255. More information is available online at: http://www.cmhc.utexas.edu/24hourcounseling.html.

**Employees.** Employees may obtain counseling and referral services through the Employee Assistance Program by calling 512-471-3366.