



2025-2026 Annual Security Report

Crime Security Awareness & Prevention

- **Jeanne Clery Campus Safety Act Policy**
- **Campus Crime Statistics 2022-2024**
- **Safety Programs and Services, including Sexual Assault and Sexual Violence**
- **Drug-Free Schools and Communities Act**
- **Violence Against Women Act**
- **Stop Campus Hazing Act**

<https://unthsc.edu/clery>

A Message from the UNT Health Clery Compliance Committee

We are pleased to distribute the 2025-2026 Annual Security Report (ASR) for the University of North Texas Health Science Center at Fort Worth (UNT Health). The ASR is prepared annually in compliance with the Jeanne Clery Campus Safety Act (Clery Act) and subsequent amendments specified in the Higher Education Opportunity Act (HEOA), the reauthorization of the Violence Against Women Act (VAWA), and the Stop Campus Hazing Act.

The ASR was prepared by the UNT Health Clery Compliance Committee, which consists of members from the UNT Health Police Department, Emergency Management, Environmental Health & Safety, UNT Health Campus Human Resources, Office of Institutional Integrity and Awareness, Office of Facilities Management, UNT System Title IX Office, and the Division of Student Affairs. The ASR is an overall guide for many safety and security policies at UNT Health and can serve as a resource regarding education and prevention programs in which all community members are invited to attend. The ASR also provides crime statistics for the 2022-2024 calendar years for your review.

The safety and well-being of our students, faculty, staff, and visitors are of the utmost importance and at the forefront of what we do on a daily basis. UNT Health works persistently to reduce the risk and potential for crime and other hazardous situations. Safety and security are a shared responsibility at UNT Health, and we expect everyone to contribute. "If you see something, say something."

If you have any questions or suggestions regarding this publication, please contact the UNT Health Police Department at 817-725-2210 or the Division of Student Affairs at 817-735-2505.

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The Clery Act

The Jeanne Clery Campus Safety Act (Clery Act) is a federal mandate requiring all institutions of higher education that participate in the federal student financial aid program to make known crimes occurring on their campus and in the surrounding community. The Clery Act is enforced by the U.S. Department of Education, and campuses that fail to comply are penalized with hefty fines and may be suspended from participating in federal financial aid programs.

The Clery Act was signed in 1990 and is named after Jeanne Clery. She was a student who was raped and murdered in a residence hall at Lehigh University in 1986. Clery's parents lobbied Congress to enact the law so that parents, students, and faculty know about crimes on campus.

Compliance with the Clery Act

The Clery Act requires the University of North Texas Health Science Center at Fort Worth (UNT Health) to provide timely warnings of crimes that represent a threat to the safety of students and employees. The campus security policies are made available to the public on the University website. The act requires UNT Health to collect, report, and make the Annual Security Report (ASR) available to everyone on campus as well as to the Department of Education annually.

To be in full compliance, UNT Health must do the following:

1. Publish and distribute the Annual Security Report to current students, prospective students, and employees by October 1 of each year. The report must include crime statistics for the past three years, campus policies about safety and security measures, campus crime prevention programs, and list procedures to be followed in the investigations and prosecution of alleged sex offenses and hazing incidents.
2. Provide students and employees with timely warnings of crimes that represent a threat to their safety.
3. Provide educational programs and campaigns.
4. UNT Health's Police Department must keep and make available a crime log of all crimes reported to them in the past 60 days.
5. Disclose missing student notification procedures that pertain to students residing in on-campus student housing. Please note: UNT Health does **not** have on-campus student housing.
6. Disclose fire safety information for on-campus student housing facilities. Please note: UNT Health does **not** have on-campus student housing.
7. In addition to the items above, this ASR addresses the Violence Against Women Act (VAWA) amendments to the Clery Act. VAWA expanded the rights afforded to survivors of sexual assault, domestic violence, dating violence, and stalking.
8. Further, as per the Stop Campus Hazing Act, UNT Health informs the community of policies related to hazing and provides information on how to make a report of hazing, the process used to investigate hazing, and a description of hazing prevention and awareness programs, including research-informed campus-wide prevention programs and primary prevention strategies.

Policy for Preparing and Distributing the Annual Disclosure of Crime Statistics

UNT Health coordinates the collection and reporting of crime statistics as specified in the Clery Act. UNT Health compiles crime statistics in accordance with the Uniform Crime Reporting System of the Department of Justice and the Federal Bureau of Investigation. Statistics for the Annual Disclosure of Crime Statistics report are provided by the UNT Health Police Department (PD) in conjunction with the UNT Health Division of Student Affairs, Campus Security Authorities, UNT Health Environmental Health and Safety Office, UNT Health Marketing and Communications Office, and local law enforcement agencies. Campus Security Authorities are required to report on an on-going basis; however, the Clery Compliance Coordinator sends a quarterly reminder via email to Campus Security Authorities (CSA's) requesting information about all Clery Crimes that have occurred on UNT Health's Clery Geography that were reported to them. UNT Health PD collects relevant crime statistics from local police agencies by providing them with the physical addresses of properties owned and operated by UNT Health and those properties that are contiguous to, affiliated with, or adjacent to the properties owned and operated by UNT Health. The locations include any building or property that is either owned or controlled by an officially recognized organization or agency of UNT Health. A listing of these properties is kept by the Office of Facilities Management and can be obtained by contacting (817) 735-2181.

The Clery Compliance Committee, chaired by the Executive Director, Student Experience & Clery Compliance Coordinator, is comprised of members from the UNT Health Police Department, the Office of Care and Civility, Campus Human Resources, Emergency Management, Environmental Health and Safety Office, Facilities Management and Services, Title IX, the Office of Institutional Integrity and Awareness, and the Center for Student Life. The Clery Compliance Committee meets monthly in person and/or online to:

- Review Clery crimes for the current and previous year to ensure accuracy of reporting in the ASR and the Campus Safety and Security Data Analysis Collection Tool (CSSDACT) before publication
- Develop audit trails for Clery crimes
- Update the CSA directory
- Review Clery geography to ensure up-to-date documentation of Clery maps
- Gather the number and description of crime prevention, security awareness, and safety education programs
- Compile the draft and final review of the ASR

The Annual Disclosure of Crime Statistics report (also known as Annual Security Report) is distributed annually by hard copy printouts and as an electronic PDF file on the UNT Health PD website. A notice of the availability of the report is distributed by email to all current employees and students by the October 1st deadline each year. Prospective students and prospective employees are directed to the UNT Health PD website for access to the report when applying for employment or admission online.

The following are the distribution methods for the Annual Disclosure and Crime Statistics report:

- Printed copies are available at the following locations:
 - UNT Health Police Department: 3600 Mattison Ave, Fort Worth, TX 76107
 - Division of Student Affairs: 1051 Haskell St., Fort Worth, TX 76107 (Student Service Center, suite 220).
- Notice of the report's availability is provided by email to all currently enrolled students as well as all faculty and staff on the UNT Health payroll.
- An electronic PDF file of the report is available for download and printing directly from:
<http://www.unthsc.edu/clery>

- New employees receive notice of the report's availability at New Employee Orientation and new students receive notice of the report's availability at New Student Orientation.
- Prospective employees can access the Annual Security Report via careers.untsystem.edu when applying for positions.
- The Annual Security Report is made available to prospective students within the Admissions Resources website.

Campus Security and Crime Awareness

The safety and security of all students and employees is of paramount concern to UNT Health. Through the teamwork of the University and campus community, UNT Health consistently strives to be among the safest college campuses in Texas. We work to achieve this by developing a partnership with students, administrators, faculty, and staff. With more than 4,000 students, faculty, and staff, the UNT Health campus is reflective of the communities it serves and is not immune to societal problems.

Preventing or reducing crime in any community is a tough job. Success in crime prevention and safety at UNT Health depends in large part on the education and participation of the campus community. The campus community is provided with information about safety programs and services, but individuals are advised that they can make a direct impact on their own security and safety. Each year, the UNT Health Clery Compliance Committee publishes the following report concerning campus security and crime statistics. This report provides information for reporting of crimes, important University policies and procedures, law enforcement authority on campus, and support services for survivors of crimes.

It is the policy of UNT Health to provide an environment conducive to its educational mission; thus, any conduct that is prohibited by state, federal, or local law is subject to discipline under the provisions of policies stated in the Student Code of Conduct and Civility and UNT Health general institutional policies, as appropriate. University officials may refer any evidence of illegal activities to the proper local, state, or federal authorities for review and potential prosecution.

Campus Safety

Campus Law Enforcement & Jurisdiction

UNT Health PD officers are commissioned as peace officers under the Texas Education Code 51.203 and are certified police officers under the requirements of the Texas Commission on Law Enforcement (TCOLE). Additionally, UNT Health Dispatchers are TCOLE Licensed. Officers are sworn with the full powers of arrest and may enforce all applicable federal and state laws, as well as local ordinances.

Officers enforce laws throughout Tarrant, Dallas, Denton, and Cooke counties, but focus their primary response and attention to crimes or incidents occurring on UNT Health property or adjacent streets and crimes involving the University as the object of the offense. Investigations of offenses occurring on campus are generally conducted by the UNT Health PD, but assistance from local law enforcement agencies is requested when necessary. The department regularly provides assistance to local law enforcement agencies when requested. UNT Health PD participates in trainings and maintains various other regular associations with local, state, and federal law enforcement agencies.

UNT Health PD has a cooperative arrangement with the Fort Worth Police Department, including a written Mutual Aid Agreement with the City of Fort Worth which describes each agency's law enforcement responsibilities on and around campus, including the investigation of alleged criminal offenses. UNT Health PD maintains liaisons with other local, state, and federal law enforcement agencies in support of campus security and safety efforts. These liaisons facilitate interagency cooperation in the investigation of criminal offenses and response to other public safety incidents occurring on campus or throughout the region in support of campus security and safety efforts.

Accurate and Timely Reporting of Criminal Offenses

Individuals should immediately report alleged criminal actions (including sex offenses such as rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking) or emergencies that occur on or off the UNT Health campus. Reporting of criminal offenses aids the department in informing the community when necessary and assists in the accurate reporting of crime statistics. UNT Health encourages accurate and prompt reporting of all crimes to UNT Health PD and/or the appropriate law enforcement agencies when the survivor of such crime elects to, or is unable to, make such a report. You may report crime through any of the following means:

For Emergencies:

- Dial UNT Health PD at **817-735-2600** on campus to *identify your location - dialing 911 DOES NOT identify your location on campus and UNT Health Police can relay your location to 911 operators*;
- Individuals with hearing impairments should dial 800-RELAY TX (TTY).
- Text to 911 in Tarrant County provides another way to contact 911 in an emergency if you cannot call. Currently text to 911 cannot receive videos, photos, or audio. Language translation services are not available with text to 911. Just like calling 911, give the location or the address of the emergency first.

Emergencies include any crime in progress, medical emergencies, a strange car repeatedly driving in the same area of campus, an intoxicated person, a safety hazard, or any situation that you believe to be suspicious or dangerous.

For Non-Emergencies:

- Call the UNT Health PD at (817) 735-2600 or personally visit the UNT Health PD at 3600 Mattison Avenue;
- Contact an officer in uniform on patrol;
- Request that any campus official assist with reporting the alleged crime;
- TTY callers: 800-RELAY TX;

Crime Stoppers:

Anyone with information on criminal activity can contact (817) 469-8477 (TIPS) or www.469TIPS.com and may receive a cash award if the tip leads to the arrest and indictment of a criminal offender. The cash award comes from the Crime Stoppers of Tarrant County, a non-profit organization. You may remain anonymous when you report your crime tip. **Students and employees are urged to use this reporting option when anonymity is a primary concern (e.g., drug usage of acquaintances).**

If an individual does not want to report a crime to the police themselves, they may also report crimes to a designated Campus Security Authority (CSA). These designated individuals have significant responsibility for student and campus activities, and as such are provided notice and training by the Division of Student Affairs as to the extent of their responsibility and how to report crimes to the UNT Health PD.

Voluntary Confidential Reporting

The University, including the UNT Health Police Department, **does allow** individuals to report crimes on a **confidential, voluntary basis** for inclusion in the annual disclosure of crime statistics via the [Person of Concern Reporting Form](#), the Trust Line at (844) 692-6025 or unthsc.edu/letstalk. The [UNT Health Trust Line](#) is a third-party reporting line, and the Office of Integrity and Awareness will be notified that a concern has been documented and will review submitted concerns. Please note, the third-party system operates its own secure server to maintain confidentiality. With permission, UNT Health PD can file a report on behalf of the complainant on the details of the incident without revealing the identity of the complainant. In cases of a sex offense or sexual harassment reported to the Title IX Coordinator, UNT Health PD can share a pseudonym if the victim does not want their name disclosed. Incidents involving Sexual Misconduct, Dating or Domestic Violence or Stalking can be reported on the [Title IX Incident Report form](#). The purpose of a confidential report is to comply with the complainant's wish to keep the matter confidential, while taking steps to enhance the future safety of the complainant and others. With such information, UNT Health can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Campus Security Authorities (CSAs)

You are encouraged to report alleged crimes by using the above means; however, there are campus officials to whom you may also report a crime who have significant responsibility for student and campus activities. These Campus Security Authorities (CSAs) include individuals whose functions involve building relationships with students and have significant responsibility for student and campus activities.

Campus Security Authorities include the following:

- Members of UNT Health PD (commissioned and non-commissioned);
- Individuals who have a responsibility for campus security but are not members of UNT Health PD (i.e., emergency management, event security);
- Individuals or organizations specified by UNT Health Policy 1.106, Disclosure of Campus Security and Crime Statistics – Annual Security Report, as someone that students should report criminal offenses; and

- Individuals who have a significant responsibility for student and campus activities, including, but not limited to, student conduct and campus judicial proceedings.

A CSA's obligation and responsibility are to report a crime, whether or not the survivor elects to pursue criminal charges or report to the police. Statistics reported to CSAs will be included as appropriate in reported campus crime statistics.

IMPORTANT PHONE NUMBERS FOR UNT Health:

UNT Health Police Department: (817) 735-2600

Fort Worth Police Department (non-emergency): (817) 392-4222

UNT Health PD will review reports of alleged criminal activity and either send an officer immediately or refer the report for subsequent investigation, depending upon the nature and seriousness of the offense. Individuals reporting an alleged crime should attempt to preserve evidence that might prove the crime was committed. All criminal incidents are investigated by UNT Health PD. UNT Health PD response(s) include, but are not limited to:

- Immediate response to emergencies through dispatch of one or more officers;
- Investigation of reports in accordance with UNT Health PD procedures;
- Arrest and filing of charges, depending upon the circumstances of the incident;
- Referring alleged offenders to appropriate campus agencies, such as the Division of Student Affairs; and/or
- Making timely warning and reports for crimes that represent a continuing threat to students, faculty, and/or staff.
- Referring to agency with appropriate jurisdiction in the incident occurred outside of UNT Health PD Jurisdiction

Members of the UNT Health community should report crimes and emergencies to UNT Health PD in order to be assessed for issuing timely warning notices and for inclusion in the annual crime statistics.

The University encourages its professional counseling staff to inform persons seeking their services of the opportunity 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 staff, as they deem appropriate.

Monitoring Non-campus Criminal Activity

UNT Health PD jurisdiction includes some non-campus properties. Regular contact between the UNT Health PD and the Fort Worth PD aids in coordinating the activities of the two agencies. The Fort Worth PD provides UNT Health PD with information about criminal activities at non-campus properties that are owned or controlled by UNT Health. UNT Health has no officially recognized student organizations with non-campus locations.

Notification of Penalty for False Alarm or Report

Under Section 51.219(b), Education Code each institution of higher education shall notify all students of the penalty for an offense under Section 42.06, Penal Code, of making a false alarm or report involving a public or private institution of higher education. An offense under this section is a Class A misdemeanor unless the false report is of an emergency involving a public or private institution of higher education or involving a public primary or secondary school, public communications, public transportation, public water, gas, or power supply or other public service, in which event the offense is a state jail felony.

Security of and Access to Campus Facilities

UNT Health is an open campus and has public streets running throughout. UNT Health does not have on-campus student housing. However, access to the campus and university facilities is controlled by identification/access badges, written policy, and state law. Only authorized students, faculty, staff, and visitors may enter upon or use university facilities. Unauthorized persons, once identified, are asked to leave the campus. Those persons failing to comply with policy, directives, or state law can be prosecuted for trespassing. Students, faculty, and staff are required to display their badges at all times and are instructed on this policy during New Team Member Orientation and New Student Orientation. General buildings are unlocked during business hours of 7:00 am-6:00 pm Monday through Friday. Business hours may be altered at the discretion of UNT Health administration. Authorized persons must use access cards for access outside those times. Once a person's affiliation with the University has ended, all assigned keys and access cards must be returned to the Access Control office.

Security of Campus Facilities

UNT Health PD and/or Public Service Officers regularly patrol the UNT Health campus grounds and buildings. Entrance into buildings, administrative offices, and traversal between floors on elevators require badge access. Facilities personnel maintain UNT Health facilities with a concern for safety and security. Lighting surveys are conducted on a regular basis to spot any lighting concerns or areas in need of repair. In addition, defective lighting conditions are reported as detected by building service personnel, Police, and Public Service Officers.

UNT Health PD conducts security surveys as needed to continually assess facility security needs. Key control is established by UNT Health policy and access to building master keys is restricted. Security alarm systems are managed under the control of the UNT Health PD.

Security Considerations in the Maintenance of Campus Facilities

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. Facilities personnel maintain UNT Health facilities with a concern for safety and security. Lighting surveys are conducted on a regular basis to spot any lighting concerns or areas in need of repair. In addition, defective lighting conditions are reported as detected by building service personnel, police, and security officers. UNT Health PD conducts security surveys as needed to continually assess facility security needs. Key control is established by UNT Health PD and access to building master keys is restricted. Security alarm systems are managed under the control of UNT Health PD. Students are encouraged to report lighting outages as well as other potential hazards they might observe around campus to Facilities Management.

A building representative program identifies a person in charge of every university facility. The building representative works in partnership with UNT Health PD, maintenance, risk management, and safety personnel to identify and resolve security and safety issues.

Missing Student Notification

If a member of the UNT Health community has reason to believe that a student is missing, the individual should contact a Campus Security Authority or UNT Health PD. If a missing person is reported to any individual or department other than UNT Health PD, the individual or department receiving the report will immediately contact UNT Health PD to report the missing person. A student is determined to be missing when their whereabouts are unknown and unexplainable for a period of time that is regarded by knowledgeable parties as highly unusual or suspicious in consideration of the student's behavior patterns, plans or routines. The efforts to locate the student will be collaborative between the Division of Student Affairs, UNT Health PD, and the missing student's family and

friends. Even though UNT Health does not have on-campus student housing and is not required to publish a missing student notification policy, we believe that every member of our community is important, and we want to ensure their safety and well-being.

Any missing member of the UNT Health community under the age of 21 will be reported missing to the National Crime Information Center (National Child Search Assistance Act), and an investigation will begin as soon as the missing person report is received. If you receive reliable information that a student cannot be located, please call UNT Health PD immediately at (817) 735-2600.

All concerns regarding a student's unexplained absence or lack of contact that is contrary to the student's normal behavior and/or is unusual based on existing circumstances will be immediately investigated in an effort to locate the student and confirm their safety. If a student is not located for more than 24 hours, an official missing persons' report will be immediately filed with the law enforcement agency within the jurisdiction. The missing student's emergency contacts will be notified regarding the status of the missing persons' report. The Division of Student Affairs and UNT Health PD will cooperate with, aid, and assist the primary investigative agency in all ways allowable under the law.

Emergency Notification, Emergency Response, and Evacuation

Emergency Preparedness & Response

UNT Health regularly develops and annually updates plans and procedures for emergency response and evacuation for the campus community. Emergency plans and procedures as well as a variety of additional resources are available for viewing at <https://www.unthsc.edu/safety/>. Possible emergencies that may occur include, but are not limited to, the following:

- Bomb threat
- Campus violence
- Civil unrest
- Explosion
- Fire (localized building fire or wildfire)
- Gas leak
- Hazardous material spill
- Public health crisis
- Severe weather
- Active shooter
- Natural disaster
- Terrorist incident

The content of the notification is prepared by the authorized official in conference with other campus officials as appropriate to determine how much information to disseminate at different points in time. The determination of how and when an emergency notification will be sent is based on the following factors:

- Nature of incident or threat
- Location of the incident or threat
- Duration of the threat (if known)
- Segment to be notified

The Office of Administration and Business is responsible for conducting tests of emergency response and evacuation procedures on at least an annual basis through a variety of drills and exercises designed to assess and evaluate emergency plans and capabilities. Fire drills are conducted monthly at the Lena Pope childcare facility as per its occupancy. Fire drills are held annually for all other buildings to ensure that plans and procedures are validated for evacuation and reentry. Emergency notification systems are tested every four months per annum. A notification is sent out prior to and after testing to the community explaining the process and purpose of the test. Exercises may include tabletop, functional, full-scale, or any combination thereof. Tests may be announced or unannounced in advance to the campus community. Each test is documented, including at a minimum a description of the test, the date and time, and whether it was announced or unannounced.

Safety drills conducted in 2024 are as follows:

Date	Time	Location	Participants	Description
1/10/2024	8am	MET	Building occupants, Maintenance tech, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
1/18/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
2/14/2024	8am	CBH	Building occupants, Maintenance tech, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
2/15/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
3/21/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
4/18/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
5/15/2024	8am	IREB	Building occupants, Maintenance tech, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
6/20/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
7/18/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)

8/15/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
9/19/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
10/17/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
11/20/2024	9am-12pm	Facilities Management	Cabinet and Emergency Coordination Group	Business Continuity Table Top Exercise (Scenario-tornado). Discussed departmental response before, during, and after a tornado hits campus.
11/21/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)
12/19/2024	9am	Lena Pope	Building occupants, Safety	Fire drill conducted to validate plans and procedures by observing and recording building occupant evacuation to assembly point, reentry, and systems (audio, visuals)

Various campus units and personnel, including the Emergency Management Administrator and UNT Health PD, utilize outreach programs to train and educate the campus community, providing the knowledge needed to respond appropriately to various types of hazards. Additionally, the Emergency Management Administrator is responsible for annually publicizing emergency response and evacuation procedures to the campus community. This publicity occurs mainly through email announcements sent to employees and students throughout the year and with tests.

The primary law enforcement responder to emergencies occurring on UNT Health property is UNT Health PD. Emergencies requiring a Fire Department/EMS (Emergency Medical Services) response are provided by the City of Fort Worth and MedStar EMS, respectively. UNT Health PD is usually first to respond to emergencies occurring on the UNT Health campus and works with City of Fort Worth first responders when necessary to resolve the situation.

Reporting an Emergency

Students and employees should notify UNT Health PD of any situation or incident occurring on campus that may constitute an immediate threat to the health and/or safety of students and/or employees. Emergencies may be reported by dialing 2600 from any campus landline or (817) 735-2600 from any cell phone. Calls to x2600 and to (817) 735-2600 are answered by UNT Health PD Dispatch. UNT Health PD will coordinate emergency response

on-site as well as receive responders as they arrive on scene. UNT Health PD is the lead in this effort and is contacted first (instead of E911 direct) due to access to buildings, familiarity with the campus terrain, and communications architecture.

UNT Health will review reports of alleged criminal activity and will either send an officer immediately or refer the report for subsequent investigation, depending upon the nature and seriousness of the offense -. Individuals reporting an alleged crime should attempt to preserve evidence that might prove the crime was committed.

All criminal incidents are investigated by UNT Health PD. UNT Health PD response(s) include, but are not limited to:

- Immediate response to emergencies through dispatch or one or more officers
- Investigation of reports in accordance with UNT Health PD procedures
- Arrest and filing of charges, depending upon the circumstances of the incident
- Refer alleged offenders to appropriate campus offices, such as the Office of Care and Civility which manages the student conduct process.

Members of the UNT Health community should report crimes and emergencies to the UNT Health PD to be assessed for issuing timely warning notices and for inclusion in the annual crime statistics. The university encourages any counseling professional (off-campus) to inform persons seeking their services of the opportunity 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 counseling professional, as they deem appropriate.

Emergency Notifications

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, UNT Health will issue an alert immediately, without delay and upon confirmation, and taking into account the safety of the community, determine the content of notification and initiate the notification system, unless issuing a notification, in the professional judgment of the responsible authorities, will compromise efforts to assist a survivor or to contain, respond to, or otherwise mitigate the emergency. The following campus officials have been designated to serve as authorized officials who are empowered to approve the content and issuance of emergency notifications:

- President or designee
- Executive Vice President, Administration and Chief Business Officer
- Associate Vice President, Operations
- Executive Director, Facilities Management
- Media Relations/Communications Director or designee
- Chief of Police or designee
- Senior Police Supervisor on duty
- Administrator, Emergency Management and AAR Senior Director, Environmental Health and Safety

When an authorized official receives a report of an imminent or already occurring situation that poses an immediate threat to the health or safety of students or employees occurring on campus, they will confirm the report. Depending on the situation, confirmation may be achieved through one or more of the following sources:

- Investigation by UNT Health PD

- Investigation by other UNT Health campus units, including but not limited to Environmental Health and Safety Office, Emergency Management, Facilities Management, and/or the UNT Health Clinical Practice Group.
- Investigation by City of Fort Worth Fire Department and/or Police Department
- Tarrant County Emergency Services and/or Health Department
- Texas Department of State Health Services
- Media reports originating from the incident scene

Additionally, UNT Health PD monitors the Texas Law Enforcement Telecommunications System 24/7 to receive information that could impact campus or the surrounding areas.

The authorized official who received the report will evaluate the information provided or obtained through the sources listed above and, if necessary, confer with any public or campus officials responsible for managing the on-campus emergency to confirm the following:

- A legitimate emergency or dangerous situation exists on campus geography, and
- That the emergency or dangerous situation poses an immediate threat to members of the campus community.

The Emergency Management Administrator monitors the National Weather Service Weather Forecast Office live feed for the following:

- Severe weather watches and warnings that could pose an immediate threat to members of the campus community.
- Weather conditions in the greater metropolitan area that could impact travel to and from the campus.

If the aforementioned factors are met, the authorized official will confer with other campus officials as appropriate to prepare the content of the notification and to determine how much information is appropriate to disseminate at different points in time. The determination of how and when an emergency notification will be sent is based on the following factors:

- Nature of incident or threat
- Location of the incident or threat
- Duration of the threat (if known)
- Segment to be notified

The Emergency Management Administrator will be contacted to issue the emergency notification to the campus community. Depending on the circumstances, UNT Health may send emergency notification messages to the entire campus community or only a segment of the population. If a confirmed emergency appears likely to affect a limited segment of the campus community, emergency notification messages may be limited to that group. If the potential exists for a large segment of the campus community to be affected by a situation or when a situation threatens the operation of the campus as a whole, then the entire campus will be notified. In any case, there will be a continuing assessment of the situation, and additional segments of the campus community may be notified if the situation warrants such action. The Emergency Management Administrator, Environmental Health and Safety Senior Director, Chief of Police, and Marketing and Communications work collaboratively to write and segment the notification when warranted. The authorized official will, considering the nature of the threat and the population to be notified, choose the appropriate communication tool(s) to utilize. UNT Health has several tools that may be used to disseminate emergency notifications to the campus community. Emergency notification will typically be sent via Red Alert through:

- Text message and call to cell phone
- Office phone
- UNT Health email
- UNT Health's website or social media
- Workstation override
- Alertus Beacons

Additional notification methods may include:

- Fire alarms
- Public address systems
- Posted advisory messages
- Emergency responder announcements

Information regarding the status of emergency situations will be gathered by the Emergency Management Administrator in collaboration with UNT Health departments and stakeholders. The information will be disseminated to both internal and external stakeholders by the Office of Marketing and Communications. This information may come as updates to UNT Health's website and/or communications directly with the media, if needed.

The Red Alert system is a mass notification system provided by a third-party vendor, Everbridge. The system has the capability to send messages by voice, text, email, social media, the Alertus Beacons, and the desktop notifier. The Red Alert system is used when there is a significant threat to life and property on campus. This includes the use of the system when an impending threat could affect the campus (ex: tornados). The authorized official will approve the issuance of notification and either issue the notification message or contact a trained user of the notification system to issue the message. As soon as they are reasonably able to do so, the authorized official will notify administration officials. All students and employees are automatically enrolled in Red Alert using the telephone numbers provided during the registration or hiring process. Students and employees are encouraged to check their contact information for accuracy and update it as soon as it changes. In case of an emergency, a message will be sent to each of these numbers. A student or employee may elect not to receive notifications from the UNT Health. This preference must be submitted electronically or in writing and must be renewed at the start of each academic year. The UNT Health Red Alert system is tested once each long semester. Red Alert can be updated by logging into <https://my.untssystem.edu>. For students, under the Student tab, click on the "Red Alert – Update Your Information." For employees, under the Employee Self Service tab, click on the Personal Details tile and then the Contact Details tile to update your Campus Alerts selection.

The University has installed fifty-two (52) Alertus Beacons in high-traffic areas around campus that have been integrated into the University's Red Alert system. Alertus Beacons are visual and audio alerting units mounted to walls and powered by Ethernet. When there is an emergency on campus, the beacons can be activated through a web application, Everbridge. The beacons will flash red during an emergency, emit a tone, and will display a notification message on its LCD panel. Upon removal of the threat, the beacons can send out an "All Clear" message that will result in the beacons flashing green, emitting a different tone, and displaying a message on the LCD panel.

The City of Fort Worth and Tarrant County can notify their jurisdictions through multiple methods. The primary method used to notify the community is the Nixle Notification System. The City of Fort Worth and Tarrant County can use the system to send advisories and alerts by voice text and mail.

Unlike Red Alert, students and employees must sign up for a free account at www.nixle.com. The City of Fort Worth also has the capability to use reverse 911 to notify residents of an emergency. However, experience shows this can be slow depending on the scope of the call. In addition to the Nixle Notification System and reverse 911, the City of Fort Worth owns and operates 137 outdoor warning sirens. The sirens are activated when there is severe weather or other hazardous conditions. (Ex: Hazardous material spill) are present. However, these sirens are intended to be heard outdoors; therefore, anyone who hears the sirens is directed to go indoors and seek additional information.

A combination of some or all the methods listed above will be used to issue a follow-up message to the campus community. Information regarding the status of emergency situations will be developed and disseminated to the larger community as soon as possible in collaboration with the UNT Health PD and other campus units. This information may come as updates to UNT Health's website and/or communications directly with the media, if needed.

Timely Warnings

UNT Health provides timely warnings to the entire campus community when a crime is reported to have occurred on UNT Health's Clery Geography (on-campus, public property, and non-campus) and is considered to represent a serious or continuing threat to students or employees.

Timely warnings will contain the following:

- Information that will promote safety and aid in prevention of similar crimes;
- Information about how the timely warning will be disseminated; and
- Information about the time, location, and type of crime reported.

Timely warnings will be distributed without any personally identifying information of reporting parties or survivors. Timely warnings can be issued for the following Clery Act crimes and VAWA offenses:

- Aggravated assault
- Arson
- Burglary
- Hazing
- Manslaughter by negligence
- Motor vehicle theft
- Murder/Non-negligent manslaughter
- Robbery
- Sex offenses
- Domestic violence/dating violence/stalking
- Violations of liquor laws, drug laws, or weapons possession laws
- Any criminal offense, including larceny-theft, simple assault, intimidation and destruction, or damage or vandalism of property that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Bias categories include race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

Decisions concerning whether to issue a timely warning will be made on a case-by-case basis by the appropriate campus officials utilizing a decision matrix provided by the Clery Center, and using the following criteria:

- Nature of the crime

- Danger and continuing danger to the campus
- Risk of compromising law enforcement efforts

Criminal reports are considered on a case-by-case basis, depending on the facts and the information known by UNT Health PD. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other UNT Health community members and a timely warning may not be distributed. In cases involving sexual assault, reports could potentially occur long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. The UNT Health PD Police Chief or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a timely warning is warranted. Timely warnings may also be posted for other crime classifications and locations, as deemed necessary. These crimes are normally reported directly to UNT Health PD. However, sometimes they are reported to a local law enforcement agency or Campus Security Authority (CSA). UNT Health PD has requested that these law enforcement agencies and CSAs notify UNT Health PD about crimes reported to them that may warrant a timely warning.

Timely warnings are primarily distributed through the University’s email system but may also be:

- Posted on campus bulletins or other appropriate locations
- Distributed to departments on campus
- Sent via Red Alert
- Distributed via the UNT Health website and/or social media platforms

Timely warnings are generally written and approved by the UNT Health Chief of Police, or a designee, and then distributed to the community by the UNT Health PD. Updates to the campus community about any particular case resulting in a timely warning notice may be distributed via email and/or on the UNT Health website home page.

Personal Safety and Crime Prevention Programs

New student and new employee orientation sessions are offered throughout the year, depending on start date of employment and matriculation, and provide information designed to educate community members -on campus police and security procedures, awareness programs and crime prevention efforts and practices (safety tips) to encourage students and employees to be responsible for their own security and security of others. UNT Health PD and the Division of Student Affairs coordinate to educate the campus community about the Clery Act, Title IX, and how to handle disruptive students.

The following services and programs are provided at UNT Health to promote personal safety and crime prevention.

Security Escort Services: UNT Health PD provides a security escort service for the UNT Health community. The service is available 24 hours a day and is limited to on-campus locations. Call (817) 735-2600 to request an escort.

SafeZone App: UNT Health offers all faculty, staff, and students access to the SafeZone phone app. The SafeZone app includes a panic alarm feature, meaning assistance is just a tap away for first aid, urgent or threatening situations, and non-emergency assistance (such as vehicle issues). The app allows for secure, two-way communication between UNT Health police dispatch and users, including the ability to share photos and text. Further, the app allows for real-time location tracking within a geofenced area around campus, working inside campus buildings. This data can be used in the case of campus emergencies to identify the location of users and provide assistance as quickly as possible. The app links to well-being resources and supports multiple languages. The app is available for download in the Apple and Google Play app stores, and users can sign in through the Single Sign-On (SSO) system with their UNT Health credentials (i.e. their email address ending in @unthsc.edu and the associated password).

Motorist Assistance: UNT Health PD assists the University community when individuals are unable to start their vehicles, retrieve locked keys, etc. A loaner gas container is available by request. Some services are not always available, but UNT Health PD will help people obtain services from another source.

Personal Safety & Crime Prevention Programs: Programs designed to make community members aware of security procedures and crime prevention efforts and to encourage individual involvement in personal safety are conducted on the UNT Health campus. Security awareness programs are built in specifically to Stalking Awareness Month (January), Sexual Assault Awareness Month (April), and Domestic Violence Awareness Month (October) on an annual basis. Additionally, programs are offered by request to individual schools and throughout the academic year to students and employees and include:

- Personal safety and self defense
- Sexual harassment and rape prevention
- Theft prevention
- Handling disruptive individuals
- Alcohol and substance abuse

Locally, the Women's Center of Tarrant County (<http://www.womenscentertc.org/>) and One Safe Place (www.onesafeplace.org) have training and education programs available to teach adults how to reduce their own risk.

A UNT Health PD officer provides information at New Student Orientation (January, May, July, and August) about campus security procedures and practices and to encourage students to be responsible for their own security and the security of others. These informational sessions are designed to inform students about the prevention of crimes and to encourage individual involvement in personal safety.

Emergency Preparedness: The UNT Health Emergency Management Administrator maintains detailed information regarding the UNT Health Emergency Operations Plan (EOP) and its annexes on SharePoint to ensure that plans are shared among leaders across the University who are involved in an initial emergency response. The EOP addresses immediate emergency response and evacuation procedures that describe the process of notifying the campus community of an emergency or dangerous situation. Additional information may be located within the Emergency Management policy titled Emergency Management (UNT Health Policy 4.203). The UNT Health Emergency Management and Environmental Health and Safety Office publishes, on their websites, the emergency policies, plans, and procedures for the University to include response and evacuation procedures.

The Emergency Management and Environmental Health and Safety Offices are involved in education and outreach opportunities to educate both students and employees on the resources available to them and how to respond during emergencies and provides training and education to employees and students via the Learn UNT Health platform through Bridge.

Violence Against Women Reauthorization Act of 2013: The Violence Against Women Act (VAWA) requires institutions of higher education to provide programs to prevent dating violence, domestic violence, sexual assault, and stalking. This includes primary prevention and awareness programs to promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking for all incoming students and new employees, and ongoing prevention and awareness campaigns for current students and current employees. Current programs address the following:

1. UNT Health prohibition on the offenses of domestic violence, dating violence, sexual assault, and stalking;
2. Definitions of domestic violence, dating violence, sexual assault, and stalking including state definitions;
3. Definition of consent, in reference to sexual activity;
4. Safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than such individual; and
5. Information on risk reduction to consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels, with the intention to decrease perpetration and bystander inaction, while increasing empowerment for victims to promote safety and help individuals and communities address conditions that facilitate violence.

Dating Violence, Domestic Violence, Sexual Assault, Stalking, Sexual Harassment and Sexual Misconduct

UNT Health does not discriminate on the basis of sex in its educational programs, and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, and stalking. As a result, UNT Health issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a University official. In this context, UNT Health prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the UNT Health community.

Related University Policies

UNT Health prohibits sexual assault, sexual harassment, domestic violence, dating violence and stalking. University policies define these terms and explain how UNT Health addresses these issues when they are reported to a university official.

The following University policies (<https://app.unthsc.edu/policies>) address these issues:

- Title IX Policy (UNT Health Policy 1.107)
- Prohibition Against Discrimination, Sexual Misconduct, Harassment and Related Retaliation (UNT Health Policy 5.106)
- Student Code of Conduct and Civility (UNT Health Policy 7.105)

Survivor Bill of Rights

The Campus Sexual Assault Victims' Bill of Rights is a federal law that requires all colleges and universities participating in federal student aid programs to give sexual assault survivors certain basic rights. Their rights are:

- Survivors shall be notified of their options to notify law enforcement.
- Complainant and respondent must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

Assistance for Survivors: Rights & Options

UNT Health has procedures in place that are sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, survivor advocacy, student financial aid, legal assistance, visa and immigration assistance and other services on and/or off campus, as well as additional remedies to prevent contact between a complainant and a respondent, such as academic, transportation and working accommodations, if reasonably available. (UNT Health does not have on-campus housing, therefore, does not have remedial services for housing accommodations). These rights, options and resources are provided in writing to all students and employees upon matriculation, upon hire, in monthly emails, and in annual training. UNT Health will make such accommodations, if the survivor requests them and if they are reasonably available, regardless of whether the survivor chooses to report the crime to UNT Health PD or local law enforcement. The Title IX Coordinator can assist in making accommodation to all survivors and can be contacted at Incidents

involving Sexual Misconduct, Dating or Domestic Violence or Stalking can be reported on the [Title IX Incident Report form](#).

Regardless of whether a survivor elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, UNT Health will assist survivors of sexual assault, domestic violence, dating violence, or stalking and will provide each survivor with a **written** explanation of their rights and options. A victim of crime is defined by Chapter 56 of the Code of Criminal Procedure, as (1) someone who is the victim of sexual assault, kidnapping, or aggravated robbery or who has suffered bodily injury or death because of the criminal conduct of another, (2) the close relative (spouse, parent, adult brother or sister, or child) of a deceased victim, or (3) the guardian of the victim. The law also applies to victims of juvenile crime, including victims who suffer property loss. The State of Texas intends that victims of crime receive the following safeguards, assurances, and considerations. The Texas Constitution (Article I, Section 30) provides victims of violent crimes with the right, upon their request, to receive notice about court proceedings and the conviction, sentence, imprisonment, and release of the respondent.

For more information about victim notification, visit

<https://www.texasattorneygeneral.gov/crime-victims/victim-notification-crime-victims> or call VINE 24-hour information on jail status and court events at 1-877-894-8463.

Texas Crime Victim Rights

Under the criminal justice system in Texas, a victim of domestic violence, dating violence, sexual assault, or stalking has the following rights, under the Texas Crime Victims' Rights – Article 56A.051 of the Code of Criminal Procedure:

A victim, guardian of a victim, or close relative of a deceased victim is entitled to the following rights within the criminal justice system:

- (1) The right to receive from law enforcement agencies adequate protection from harm and threats of harm arising from cooperation with prosecution efforts;
- (2) The right to have the magistrate take the safety of the victim or family into consideration as an element in fixing the amount of bail for the respondent;
- (3) The right, if requested, to be informed;
 - a. By the attorney representing the state of relevant court proceedings, including appellate proceedings, and to be informed if those proceedings have been canceled or rescheduled prior to the event; and
 - b. By an appellate court of decisions of the court, after the decisions are entered but before the decisions are made public;
- (4) The right to be informed, when requested, by a peace officer concerning the defendant's rights to bail and the procedures in criminal investigations and by the district attorney's office concerning the general procedures in the criminal justice system, including general procedures in guilty plea negotiations and arrangements, restitution, and the appeals and parole process;
- (5) The right to provide pertinent information to a probation department conducting a pre-sentencing investigation concerning the impact of the offense on the victim and his or her family by testimony, written statement, or any other manner prior to any sentencing of the offender;

- (6) The right to receive information regarding compensation to victims of crime as provided by Texas Code Criminal Procedure Chapter 56B, including information related to the costs that may be compensated under that subchapter and the amount of compensation, eligibility for compensation, and procedures for application for compensation under that subchapter, the payment for a medical examination under Article 56A.252 for a victim of a sexual assault, and when requested, referral to available social service agencies that may offer additional assistance;
- (7) The right to be informed, upon request, of parole procedures, to participate in the parole process, to be notified, if requested, of parole proceedings concerning a defendant in the victim's case, to provide to the Board of Pardons and Paroles for inclusion in the defendant's file information to be considered by the board prior to the parole of any defendant convicted of any crime subject to this subchapter, and to be notified, if requested, of the defendant's release;
- (8) The right to be provided with a waiting area, separate or secure from other witnesses, including the offender and relatives of the offender, before testifying in any proceeding concerning the offender; if a separate waiting area is not available, other safeguards should be taken to minimize the victim's contact with the offender and the offender's relatives and witnesses before and during court proceedings;
- (9) The right to prompt return of any property of the victim that is held by a law enforcement agency or the attorney for the state as evidence when the property is no longer required for that purpose;
- (10) The right to have the attorney for the state notify the employer of the victim, if requested, of the necessity of the victim's cooperation and testimony in a proceeding that may necessitate the absence of the victim from work for good cause;
- (11) The right to require victim-offender mediation coordinated by the victim services division of the Texas Department of Criminal Justice;
- (12) The right to be informed of the uses of a victim impact statement and the statement's purpose in the criminal justice system, to complete the victim impact statement, and to have the victim impact statement considered;
 - a. By the attorney representing the state and the judge before sentencing or before a plea bargain agreement is accepted; and
 - b. By the Board of Pardons and Paroles before an inmate is released on parole;
- (13) For the victim of an assault or sexual assault who is younger than 17 years of age or whose case involves family violence, as defined by Section 71.004, Family Code, the right to have the court consider the impact on the victim of a continuance requested by the defendant; if requested by the attorney representing the state or by counsel for the defendant, the court shall state on the record the reason for granting or denying the continuance; and
- (14) If the offense is a capital felony, the right to:
 - a. Receive by mail from the court a written explanation of defense-initiated victim outreach if the court has authorized expenditures for a defense-initiated victim outreach specialist;
 - b. Not be contacted by the victim outreach specialist unless the victim, guardian, or relative has consented to the contact by providing a written notice to the court;

- c. Designate a victim service provider to receive all communications from a victim outreach specialist acting on behalf of any person;
- d. A victim, guardian of a victim, or close relative of a deceased victim is entitled to the right to be present at all court proceedings related to the offense, subject to the approval of the judge in the case;
- e. The office of the attorney representing the state, and the sheriff, police, and other law enforcement agencies shall ensure to the extent practicable that a victim, guardian of a victim, or close relative of a deceased victim is afforded the rights granted by this article and Article 56A and, on request, an explanation of those rights; and
- f. A judge, attorney for the state, peace officer, or law enforcement agency is not liable for a failure or inability to provide a right granted by Article 56A. The failure or inability of any person to provide a right or service granted in this article may not be used by a defendant in a criminal case as a ground for appeal, a ground to set aside the conviction or sentence, or a ground in a habeas corpus petition. A victim, guardian of a victim, or close relative of a deceased victim may assert the rights provided under Article 56A either orally or in writing. A victim, guardian of a victim, or close relative of a deceased victim does not have standing to participate as a party in a criminal proceeding or to contest the disposition of any charge.

Rights of Victim of Sexual Assault or Abuse, Stalking, Trafficking – Article 56A.052 of Texas Code of Criminal Procedure

In the rights below, “sexual assault” means an offense under Section 21.02, 21.11(a)(1), 22.011, or 22.021, Penal Code.

(a) If the offense is a sexual assault, the victim, guardian of a victim, or close relative of a deceased victim is entitled to the following rights within the criminal justice system:

(1) If requested, the right to a disclosure of information regarding any evidence that was collected during the investigation of the offense, unless disclosing the information would interfere with the investigation or prosecution of the offense, in which event the victim, guardian, or relative shall be informed of the estimated date on which that information is expected to be disclosed; and the status of any analysis being performed of any evidence described above.

(2) If requested, the right to be notified;

a. At the time a request is submitted to a crime laboratory to process and analyze any evidence that was collected during the investigation of the offense;

b. At the time of the submission of a request to compare any biological evidence collected during the investigation of the offense with DNA profiles maintained in a state or federal DNA database; and

c. Of the results of the comparison described by Paragraph (B), unless disclosing the results would interfere with the investigation or prosecution of the offense, in which event the victim, guardian, or relative shall be informed of the estimated date on which those results are expected to be disclosed;

(3) If requested, the right to counseling regarding acquired immune deficiency syndrome (AIDS) and human immunodeficiency virus (HIV) infection;

(4) For the victim of the offense, testing for acquired immune deficiency syndrome (AIDS), human immunodeficiency virus (HIV) infection, antibodies to HIV, or infection with any other probable causative agent of AIDS; and

(5) To the extent provided by Subchapters F and G, for the victim of the offense, the right to a forensic medical examination if, within 120 hours of the offense, the offense is reported to a law enforcement agency, or a forensic medical examination is otherwise conducted at a health care facility.

(b) A victim, guardian, or relative who requests to be notified under Subsection (a)(2) must provide a current address and phone number to the attorney representing the state and the law enforcement agency that is investigating the offense. The victim, guardian, or relative must inform the attorney representing the state and the law enforcement agency of any change in the address or phone number.

(c) A victim, guardian, or relative may designate a person, including an entity that provides services to victims of sexual assault, to receive any notice requested under Subsection (a)(2).

(d) This subsection applies only to a victim of an offense under **Section 20A.02, 20A.03, 21.02, 21.11, 22.011, 22.012, 22.021, 42.072, or 43.05, Penal Code**. A victim described by this subsection or a parent or guardian of the victim, if the victim is younger than 18 years of age or an adult ward, is entitled to the following rights within the criminal justice system:

1) the right to be informed in the manner provided by **Article 56A.0525**:

a. That the victim or, if the victim is younger than 18 years of age or an adult ward, the victim's parent or guardian or another adult acting on the victim's behalf may file an application for a protective order under **Article 7B.001**;

b. Of the court in which the application for a protective order may be filed;

c. That, on request of the victim or, if the victim is younger than 18 years of age or an adult ward, on request of the victim's parent or guardian or another adult acting on the victim's behalf, the attorney representing the state may, subject to the Texas Disciplinary Rules of Professional Conduct, file the application for a protective order on behalf of the requestor; and

d. That, subject to the Texas Disciplinary Rules of Professional Conduct, the attorney representing the state generally is required to file the application for a protective order with respect to the victim if the defendant is convicted of or placed on deferred adjudication community supervision for the offense;

(2) the right to:

a. request that the attorney representing the state, subject to the Texas Disciplinary Rules of Professional Conduct, file an application for a protective order described by Subdivision (1); and

b. be notified in the manner provided by **Article 56A.0525** when the attorney representing the state files an application for a protective order under **Article 7B.001**;

(3) if the victim or the victim's parent or guardian, as applicable, is present when the defendant is convicted or placed on deferred adjudication community supervision, the right to:

a. be given by the court the information described by Subdivision (1), in the manner provided by **Article 56A.0525**; and

b. file an application for a protective order under **Article 7B.001** immediately following the defendant's conviction or placement on deferred adjudication community supervision if the court has jurisdiction over the application; and

(4) if the victim or the victim's parent or guardian, as applicable, is not present when the defendant is convicted or placed on deferred adjudication community supervision, the right to be given by the attorney representing the state the information described by Subdivision (1), in the manner provided by **Article 56A.0525**.

(e) A victim of an offense under **Section 20A.02, 20A.03, or 43.05, Penal Code**, is entitled to be informed, in the manner provided by **Article 56A.0525**, that the victim may petition for an order of nondisclosure of criminal history record information under **Section 411.0728, Government Code**, if the victim:

(1) has been convicted of or placed on deferred adjudication community supervision for an offense described by Subsection (a)(1) of that section; and

(2) committed that offense solely as a victim of an offense under **Section 20A.02, 20A.03, or 43.05, Penal Code**.

Additional Rights Concerning Victim Impact Statements

(a) The Texas Crime Victim Clearinghouse, with the participation of the community justice assistance division of the Texas Department of Criminal Justice and the Board of Pardons and Paroles, shall develop a form to be used by law enforcement agencies, prosecutors, and other participants in the criminal justice system to record the impact of an offense on a victim of the offense, guardian of a victim, or a close relative of a deceased victim and to provide the agencies, prosecutors, and participants with information needed to contact the victim, guardian, or relative if needed at any stage of a prosecution of a person charged with the offense. The Texas Crime Victim Clearinghouse, with the participation of the community justice assistance division of the Texas Department of Criminal Justice and the Board of Pardons and Paroles, shall also develop a victims' information booklet that provides a general explanation of the criminal justice system to victims of an offense, guardians of victims, and relatives of deceased victims.

(b) The victim impact statement must be in a form designed to inform a victim, guardian of a victim, or a close relative of a deceased victim with a clear statement of rights granted by Subchapter Band to collect the following information:

a. the name of the victim of the offense or, if the victim has a legal guardian or is deceased, the name of a guardian or close relative of the victim;

b. the address and telephone number of the victim, guardian, or relative through which the victim, guardian of a victim, or a close relative of a deceased victim, may be contacted;

c. a statement of economic loss suffered by the victim, guardian, or relative as a result of the offense;

d. a statement of any physical or psychological injury suffered by the victim, guardian, or relative as a result of the offense, as described by the victim, guardian, relative, or by a physician or counselor;

e. a statement of any psychological services requested as a result of the offense;

f. a statement of any change in the victim's, guardian's, or relative's personal welfare or familial relationship as a result of the offense;

g. a statement as to whether or not the victim, guardian, or relative wishes to be notified in the future of any parole hearing for the defendant and an explanation as to the procedures by which the victim, guardian, or relative may obtain information concerning the release of the defendant from the Texas Department of Criminal Justice; and

h. if the victim is a child whether there is an existing court order granting to the defendant possession of or access to the victim; and

i. any other information, other than facts related to the commission of the offense, related to the impact of the offense on the victim, guardian, or relative.

(c) The victim assistance coordinator, designated in Texas Criminal Procedures 56A.202 of this code, shall ensure a victim, guardian of a victim, or close relative of a deceased victim is provided rights granted to victims, guardians, or relatives by Subchapter B; and, work closely with appropriate law enforcement agencies, attorneys representing the state, the board, and the judiciary in carrying out their duties. The victim assistance coordinator shall send to a victim, guardian of a victim, or close relative of a deceased victim a victim impact statement and victims' information booklet and an application for compensation. The victim assistance coordinator shall include an offer of assistance in completing the statement and application on request. The victim assistance coordinator, on request, shall explain the possible use and consideration of the victim impact statement at any sentencing or parole hearing of the defendant.

(d) If a victim, guardian of a victim, or close relative of a deceased victim states on the victim impact statement that he wishes to be notified of parole proceedings, the victim, guardian, or relative is responsible for notifying the Board of Pardons and Paroles of any change of address.

(e) Prior to the imposition of a sentence by the court in a criminal case, the court shall, as applicable in the case, inquire as to whether a victim impact statement has been returned to the attorney representing the state and, if a victim impact statement has been returned to the attorney representing the state, consider the information provided in the statement. Before sentencing the defendant, the court shall permit the defendant or the defendant's counsel a reasonable time to read the statement, excluding the victim's name, address, and telephone number, comment on the statement, and, with the approval of the court, introduce testimony or other information alleging a factual inaccuracy in the statement. If the court sentences the defendant to a term of community supervision, the attorney representing the state shall forward any victim's impact statement received in the case to the community supervision and corrections department supervising the defendant.

(f) The court may not inspect a victim impact statement until after a finding of guilt or until deferred adjudication is ordered and the contents of the statement may not be disclosed to any person unless:

a. the defendant pleads guilty or nolo contendere or is convicted of the offense; or

b. the defendant in writing authorizes the court to inspect the statement.

(g) A victim impact statement is subject to discovery under Article 39.14 of this code before the testimony of the victim is taken only if the court determines that the statement contains exculpatory material.

(h) Not later than December 1 of each odd-numbered year, the Texas Crime Victim Clearinghouse, with the participation of the community justice assistance division of the Texas Department of Criminal Justice and the Board of Pardons and Paroles, shall update the victim impact statement form and any other information provided by the commission to victims, guardians of victims, and relatives of deceased victims, if necessary, to reflect changes in law relating to criminal justice and the rights of victims and guardians and relatives of victims.

(i) In addition to the information described by Subsections (b)(1)-(9), the victim impact statement must be in a form designed to collect information on whether, if the victim is a child, there is an existing court order granting to the defendant possession of or access to the victim. If information collected under this subsection indicates the defendant is granted access or possession under court order and the defendant is subsequently confined by the Texas Department of Criminal Justice as a result of the commission of the offense, the victim services office of the department shall contact the court issuing the order before the defendant is released from the department on parole or mandatory supervision.

Prohibited and Criminal Conduct

University Prohibited Conduct

UNT Health prohibits sexual assault, dating violence, domestic violence (collectively called relationship violence), non-consensual contact, sexual exploitation, sexual harassment, sexual misconduct, stalking, and retaliation. UNT Health policies define what these terms mean to determine if a person violated University policy. The definitions from the relevant policies are listed below. For the purpose of these definitions, a Respondent means an individual or organization identified as possibly having engaged in conduct prohibited under UNT Health policy regardless of whether a formal complaint is made. A Complainant refers to an individual who may have been the subject of conduct prohibited under UNT Health policy regardless of whether the individual reports the conduct.

Consent: Words or actions that show an active, knowing, and voluntary agreement to engage in sexual activity. Consent cannot be obtained by force, coercion, manipulation, threats, or when an individual administers any substance to another person, without the person's knowledge, that intentionally impairs the ability of the person to voluntarily consent. Consent is absent when the sexual activity in question exceeds the scope of previously given consent. Consent may be revoked at any time.

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 consideration of the length of the relationship; type of relationship; and the frequency of interaction between the persons involved in the relationship. Includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with, the victim as a spouse or intimate partner; 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 by any 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.

Retaliation: Any adverse action, treatment or condition taken because of an individual's participation in a protected activity (i.e. made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy), including an act intended to intimidate, threaten, coerce, or discriminate that is likely to interfere with or dissuade a reasonable person from opposing discriminatory or harassing practices, filing a sexual harassment complaint, participating in an investigation regarding sexual harassment, or otherwise affecting any right or privilege secured by Title IX or this policy. Retaliation also includes filing a complaint or other action against an individual for alleged violation of UNT Health policy unrelated to sexual harassment but arising out of the same facts or circumstances as a report of sex discrimination or sexual harassment, or a report or Formal Complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by UNT Health policy.

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

- a. 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.
- b. Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
- c. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Sexual Exploitation: Taking non-consensual or abusive sexual advantage of another for another's own advantage or benefit, or to benefit or advantage anyone other than the person being exploited, including but not limited to, non-consensual video or audio recording of sexual activity or undetected viewing of another's sexual activity.

Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following:

- a. Quid pro quo: An employee of the institution conditioning the provision of an aid, benefit, or service of the UNT Health on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the UNT Health's education program or activity; or
- c. "Sexual assault" (as defined by the Clery Act), "dating violence," "domestic violence," or "stalking" as defined by the Violence Against Women Act.

Quid pro quo harassment, sexual assault, dating and domestic violence and stalking are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access, because such conduct is sufficiently serious to deprive a person of equal access.

Sexual Misconduct: A broad term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. The term includes, but is not limited to, sexual assault, sexual exploitation, sexual intimidation, sexual harassment, domestic violence, dating violence, and stalking.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition:

- a. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker 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.

- b. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Clery Reportable Sex-Related Crimes

The Clery Act is a federal law that requires UNT Health to disclose campus security information, including crime statistics for the campus and surrounding areas. The Clery Act requires UNT Health to count crimes, including sex-related crimes, using definitions required by the federal government. These are not the definitions UNT Health uses to determine if UNT Health policy was violated. The following definitions fall under the Clery Act:

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 with consideration of the length of the relationship; type of relationship; and the frequency of interaction between the persons involved in the relationship. Includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with, the victim as a spouse or intimate partner; 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 by any 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.

Fondling: The touching of the private body parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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 or another person, without the consent of the victim.

Sexual Assault: Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Criminal Conduct

The State of Texas criminalizes dating violence, domestic violence, family violence, sexual assault, and stalking. Law enforcement can investigate a reported crime. The following definitions are taken from the Texas Family Code and Texas Penal Code:

Consent: Defined by Texas Penal Code, section 1.07(a)(11) means assent in fact, whether express or apparent.

Dating Violence: Defined by the Texas Family Code, Section 71.0021 as an act, other than a defensive measure to protect oneself, by an actor that:

1. Is committed against a victim or applicant for a protective order:
 - a. With whom the actor has or has had a dating relationship; or
 - b. Because of the victim's or applicant's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and
2. Is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim or applicant in fear of imminent physical harm, bodily injury, assault, or sexual assault.

For purposes of this title, "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 acquaintanceship or ordinary fraternization in a business or social context does not constitute a "dating relationship: under Subsection (b).

Family Violence (includes Domestic Violence): Defined by the Texas Family Code Section 71.004 as:

1. 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;
2. Abuse, as that term is defined in Sections 261.001(1)(C), (E), (G), (H), (I), (J), and (K), by a member of a family or household toward a child of the family or household; or
3. Dating violence, as that term is defined by Section 71.0021.

Sexual Assault: Defined by the Texas Penal Code, Section 22.011 states that a person commits an offense if the person:

- (1) Intentionally or knowingly:
 - a. Causes the penetration of the anus or sexual organ of another person by any means, without that person's consent;
 - b. Causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or
 - c. 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) Regardless of whether the person knows the age of the child at the time of the offense, the person intentionally or knowingly;

- a. Causes the penetration or the anus or sexual organ of a child by any means;
- b. Causes the penetration of the mouth of a child by the sexual organ of the actor;
- c. Causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor;
- d. Causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or
- e. Causes the mouth of a child to contact the anus or sexual organ of another person, including the actor.

A sexual assault under Texas Law is without the consent of the other person if:

- 1. The actor compels the other person to submit or participate by the use of physical force, violence, or coercion;
- 2. 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;
- 3. The other person has not consented, and the actor knows the other person is unconscious or physically unable to resist;
- 4. 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;
- 5. The other person has not consented, and the actor knows the other person is unaware that the sexual assault is occurring;
- 6. 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's person's knowledge;
- 7. 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;
- 8. The actor is a public servant who coerces the other person to submit or participate;
- 9. The actor is a mental health service provider or a health care service 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;
- 10. The actor is a clergyman who causes the other person to submit or participate by exploiting the other person's emotional dependency on the clergyman in the clergyman's professional character as spiritual adviser;
- 11. The actor is an employee of a facility where the other person is a resident, unless the employee and resident are formally or informally married to each other under Chapter 2, Family Code; or
- 12. The actor is a health care services provider who, in the course of performing an assisted reproduction procedure on the other person, uses human reproductive material from a donor knowing that the other person has not expressly consented to the use of material from that donor.

Stalking: Defined by the Texas Penal Code, Section 42.072 as an offense if the person, 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. Constitutes an offense under Section 42.07 (Harassment), or that the actor knows or reasonably knows should know the other person will regard as threatening:
 - a. Bodily injury or death for the other person;
 - b. 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
 - c. That an offense will be committed against the other person's property;
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 in fear that an offense will be committed against the other person's property, or to feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended; and
3. Would cause a reasonable person to:
 - a. Fear bodily injury or death for himself or herself;
 - b. Fear 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;
 - c. Fear that an offense will be committed against the person's property; or
 - d. Feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended.

Procedures & Information for Reporting a Complaint

If any member of the UNT Health community is a survivor of sexual assault, including rape, acquaintance rape, sexual harassment, relationship violence, stalking, or sexual violence, there are many services available to assist, but first, the individual's safety is of utmost importance. If you or a member of the community is a survivor and it occurs on campus, please contact **UNT Health Police Department @ (817) 735-2600, 3600 Mattison Avenue, Fort Worth, TX 76107**. If you or a member of the community is a survivor and it occurs off campus, please contact the **Fort Worth Police Department or local police @ 911**.

A person who has experienced domestic violence, dating violence, sexual assault, stalking, sexual misconduct, or who believes such conduct may have occurred may file a formal complaint with the UNT Health Title IX Coordinator. The Title IX Coordinator can be contacted at: <https://www.unthsc.edu/titleixreportingform>; or Student Service Center suite 106; (972-338-1125); or titleix@unthsc.edu. Additional information about the Title IX Office can be found at <https://www.unthsc.edu/title-ix/>. Individuals wishing to remain anonymous may report suspected assault or retaliation to the UNT Health Trust Line (www.unthsc.edu/letstalk; 844-692-6025). Victims of domestic violence, dating violence, sexual assault or stalking are provided information in writing on the procedures they should follow, their rights, options, and resources. The procedures victims of dating violence, domestic violence, sexual assault, or stalking should follow include:

- a. Take steps to preserve evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order;
- b. Report the alleged offense to the Title IX Coordinator and/or the UNT Health Police Department;

- c. Discuss options about the involvement of law enforcement and campus authorities including notification of the victim's option to:
 - Notify proper law enforcement authorities; including on-campus and local police.
- d. Seek assistance of campus authorities in notifying law enforcement authorities (including on-campus and local police) if the victim chooses;
- e. Understand your right to decline notifying such authorities;
- f. Understand the rights of victims and the institution's responsibility for orders of protection, "no contact" orders, restraining orders, or similar lawful orders issued by criminal, civil, or tribal courts, or by the institution.

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, the UNT Health Title IX Coordinator will provide written notification to students and employees about supportive measures available to them, including academic, transportation, no contact orders, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and supportive measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations.

UNT Health has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, sexual misconduct, and stalking. Procedures include informing individuals in writing about their right to file criminal charges as well as the availability of counseling, health services, mental health services, financial aid/assistance, transportation, survivor advocacy, legal assistance, visa and immigration assistance, and other services on and/or off campus, as well as additional remedies to prevent contact between a complainant and a respondent, such as academic, transportation, and working accommodations, if reasonably available upon matriculation, hire, and through monthly emails and annual training. UNT Health does not have on-campus housing, but can provide resources for other housing arrangements, if reasonably available. UNT Health will make such accommodations if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to the UNT Health Police Department or local law enforcement. Students should contact the **Care Team** (Student Service Center 204; (817) 735-2740; careteam@unthsc.edu) and employees should contact the Office of Equal Opportunity: hurs.eo@untsystem.edu or 855-878-7650 (option 8) \ for accommodations. Readers can learn more about the UNT System Office of Equal Opportunity by visiting: <https://hr.untsystem.edu/office-of-eo/index.php>.

Preserving Evidence

Following an assault, find a safe place away from the attacker and out of danger. To preserve physical evidence, survivors should not bathe, urinate, douche, shower, drink, smoke, or change clothes. This will preserve evidence that can be used later if a survivor decides to file a police report and press charges. Survivors should go to a local hospital for a sexual assault examination and to receive prompt, thorough medical care. Survivors may choose to have someone take them to the emergency room or a police officer can meet them at their location to provide transportation.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a survivor chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with UNT Health PD or other law enforcement to preserve evidence in the event that the survivor changes their mind at a later date.

A forensic examination can be obtained at John Peter Smith Hospital, 1500 S. Main Street, Fort Worth, Texas, 76104. Receiving a SANE exam does not commit you to full prosecution, and you may receive a SANE exam without reporting to the police. Instead, it will preserve any potential evidence if you decide you would like to prosecute at a later date.

Procedures for Reporting Criminal Offenses

Students, faculty, staff, and guests must report all crimes to the UNT Health PD or the City of Fort Worth Police Department promptly. Any suspicious activity or person seen in parking lots or loitering around vehicles or inside buildings should also be reported to UNT Health PD. To report a crime or an emergency on the UNT Health campus, call UNT Health Police Department at (817) 735-2600. Dispatchers are available at these respective telephone numbers 24 hours a day to answer your call. Crimes related to sexual misconduct may also be reported to the Title IX Coordinator (972-338-1125) or titleix@unthsc.edu. In response to a call, the UNT Health Police Department will take the required action, dispatching an officer or asking the victim to report to the Police Department to file an incident report. All Public Safety incident reports involving students may be referred to the appropriate UNT Health official for review and potential disciplinary action. Incidents are reviewed by the UNT Health Police Chief of Police, or designee, to determine if a timely warning notice is appropriate. UNT Health PD will investigate a report when it is deemed appropriate. Additional information obtained via the investigation may also be forwarded to the appropriate UNT Health official. If assistance is required from the Fort Worth Police Department, UNT Health PD will make contact and request an officer. Crimes should be reported to UNT Health PD to provide Timely Warning notices to the community, when appropriate, and to ensure inclusion in the annual crime statistics report. Timely warnings are generally written and approved by the UNT Health PD Chief of Police, or a designee, and then distributed to the community by the UNT Health PD.

Who Can I Talk To?

If a survivor chooses to report sexual assault, domestic violence, dating violence, sexual misconduct, or stalking to the police, the police officer will need to obtain a statement describing the details of the crime. The list of resources below can provide support to survivors.

The Women's Center: A member of the Crisis Intervention & Advocacy Services from The Women's Center (24-hour crisis hotline: 817-927-2737 or 817-927-4039) may be contacted to meet with survivors at the emergency room upon request. The Women's Center counselors will talk with survivors and inform them of their options involving counseling and emergency sheltering.

One Safe Place: One Safe Place can provide emergency assistance for domestic violence survivors. They can be contacted at (817) 916-4323 or (817) 885-7774.

Title IX Coordinator: The Title IX Coordinator oversees the university's response to reports and complaints of sex discrimination (including sexual assault, sexual misconduct, domestic violence, dating violence, and stalking). The Title IX Coordinator can receive a complaint from a student, provide information and answer questions about students' rights or course of action available to students, and can answer questions about the university's policies

and procedures relating to sex discrimination, as well as provide the information in writing. UNT Health's Title IX Coordinator is located in the Student Service Center, room 106 and can be contacted at titleix@unthsc.edu or 972-338-1125. Additional information about the Title IX Office can be found at <https://www.unthsc.edu/title-ix/>. Incidents involving Sexual Misconduct, Dating or Domestic Violence or Stalking can be reported on the [**Title IX Incident Report form**](#).

Care Team: The Care Team is available to help students find an advocate during the process. An advocate's role is to connect students who have been impacted by domestic violence, dating violence, sexual assault, sexual misconduct, or stalking to resources such as counseling, health and mental services, safety, academic concerns, legal concerns, etc., and act as their advocate. The Care Team can assist a student with filing protective orders, completing crime victim's compensation applications, contacting professors for absences related to an assault, and connecting students to the many other resources that are available, both on and off campus. The Care Team can be contacted at 817-735-2740 or <https://unthsc.edu/personofconcern>.

Student Assistance Program: A survivor can receive 24/7 confidential counseling and support from TimelyCare: timelycare.com/unthealth or through the free TimelyCare app.

Employee Assistance Program: A survivor (employee) can receive 24/7 confidential counseling and support from the UNT System Employee Assistance Program @ 855-784-1806 or guidanceresources.com.

Rape Crisis Hotlines: Community rape crisis hotlines can also provide assistance and support to survivors.

Rape Crisis and Victim Services - Fort Worth: (817) 927-2737 or (817) 927-4039

Rape Crisis and Victim Services – Dallas: (214) 590-0430

Rape Crisis and Victim Services – Denton: (940) 382-7273

Will My Name Be in The Report?

When reporting to the police, a survivor may choose a pseudonym (fictitious name) and address to maintain confidentiality, or a pseudonym will be assigned by UNT Health PD at the request of the survivor. It is possible courtroom testimony may be required if the case goes to trial.

When reporting to the University (through the Division of Student Affairs, Title IX Coordinator, or Office of Equal Opportunity), a survivor can request anonymity. The University will evaluate all requests for anonymity in the context of the University's responsibility to provide a safe and nondiscriminatory environment for all students, and UNT Health will respond to the survivor with a decision on the request for anonymity. Reports of domestic violence, dating violence, sexual assault, sexual misconduct, or stalking are maintained confidentially. If the University investigates a report, the complainant's identity may become known to the respondent and witnesses. The University strictly prohibits retaliation against any person for making a complaint or participating in an investigation and can take interim measures to protect against retaliation.

UNT Health is committed to ensuring confidentiality during all stages of the Investigation Process. The confidentiality of the Complainant, the Respondent, the reporting party, any individuals who have sought guidance about Sexual Misconduct or have participated in an investigation or incident will be honored by the University to the extent possible without compromising the University's commitment and obligation to investigate allegations of misconduct, to protect the University community, and to the extent allowed by law.

The institution will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

All publicly available record keeping is completed without the inclusion of personally identifiable information about victims.

A completely anonymous report can be made to the University at <https://www.unthsc.edu/titleixreportingform> or via the Trust Line at www.unthsc.edu/letstalk or 844-692-6025. The Trust Line is a third-party reporting line. The Office of Institutional Integrity and Awareness will be notified that a concern has been documented and will review submitted concerns. The Trust Line is operated on its own secure server to maintain confidentiality.

UNT Health's Procedures for Reporting of Domestic Violence, Dating Violence, Sexual Assault, Stalking, Sexual Harassment, or Sexual Misconduct

Reporting Options. Reports can be made via the following options:

- 1) In-person appointment.
 - a) UNT Health Title IX Compliance Office; Email: titleix@unthsc.edu Phone: (972)338-1125
 - b) UNT System Office of Equal Opportunity; Email: hhs.eo@untsystem.edu Phone: (972)338-7650

2) Online/Anonymous

- a) Sexual Misconduct, Intimate Partner Violence and Stalking Reporting Form at <https://www.unthsc.edu/titleixreportingform>.
- b) Anonymous reports can be made via UNT Health Trust Line at: www.unthsc.edu/letstalk or (844) 692- 6025. Employees who have a duty to report must also inform the Title IX Coordinator. The employee's identity cannot be anonymous.

* While verbal reports of Sexual Misconduct will be received and responded to as appropriate considering the wishes of the reporting individual(s) and the circumstances of each case, UNT Health strongly recommends reports of violations of this policy be submitted in writing. The written complaint should identify the parties involved; describe the policy violation, including when and where it occurred; and identify by name or description any witnesses and/or evidence. Written complaints will be treated as confidentially as practical and shared only on a need-to-know basis. The report must include all information concerning the incident known to the reporting person that is relevant to the investigation and, if applicable, redress of the incident, including whether an alleged victim has expressed a desire for confidentiality in reporting the incident.

Duty to Report

All Employees who become aware of suspected domestic violence, dating violence, sexual assault, sexual harassment, sexual misconduct, or stalking are required to report the suspected violation immediately to the Title IX Coordinator. The report must include all information concerning the incident known to the reporting person including whether the possible victim has expressed a desire for the report to remain confidential.

Exceptions to Duty to Report

- a. Confidential Employees, as defined by University policy, are obligated to report sexual harassment and other sexual misconduct to the Title IX Coordinator. When reporting as a Confidential Employee, these individuals shall state only the type of incident reported and shall not include other information that would

violate a student's request for privacy. However, Confidential Employees who become aware of alleged sexual misconduct while operating outside the confidential aspect of their work are not Confidential Employees with respect to that particular incident and have the same duty to report as a non-Confidential Employee.

b. A person is not required to make a report under this section concerning an incident in which the person was a victim of sexual harassment or other sexual misconduct.

c. A person is not required to make a report pursuant to University policy concerning an incident of which the person received information due to a disclosure made at a sexual harassment, sexual assault, dating violence, or stalking public awareness event sponsored by the University or by a student organization affiliated with the University.

Students and other individuals, including guests of the University, are encouraged to report suspected sexual assault or retaliation to the Title IX Coordinator. The survivor has the right to **decline** to notify law enforcement.

By calling, writing, or coming into the office to report in person, UNT Health will provide resources in writing, on and/or off campus, to include medical and health, to persons who have been survivors of sexual assault, domestic violence, dating violence, sexual misconduct, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic violence, dating violence, sexual misconduct, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

Remedial and Interim Measures

UNT Health may take administrative action to protect the complainant, the respondent, and any other individual against prohibited conduct or to ensure the prompt and efficient completion of an investigation. Interim measures are not disciplinary in nature and must be consistent with other University policies. Interim measures may be initiated only after consultation with the Division of Student Affairs, Provost and Vice President of Academic Affairs, Human Resources, or the Office of Equal Opportunity as appropriate. Information on remedial, interim, or protective measures is provided in writing to students and employees. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by UNT Health.

Interim measures for employees may include, but are not limited to, placing the employee who is accused of violating this policy on administrative leave with pay, reassignment to a different supervisor or position, temporarily modifying work schedules and assignments, suspending business relationships, and disciplinary action up to and including termination from employment.

Interim measures for students may include, but are not limited to, administrative directives for no contact, altered academic arrangements, student financial aid/assistance, transportation, health services, Visa and immigration assistance, assistance in notifying local law enforcement, and assisting with blocking directory information, and other University resources on and off campus. UNT Health does not have on-campus housing, but can provide resources for other housing arrangements, if reasonably available. Additionally, personal identifiable information about the complainant will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. (for example, publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a) (20).) Public

information requests are reviewed by the UNT System Public Information Coordinator and Office of General Counsel. Further, UNT Health will maintain as confidential, any accommodations or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of UNT Health to provide the accommodations or protective measures. Determinations regarding what information should be shared and with whom are made by the Title IX Coordinator.

No Contact Directive: UNT Health may issue an institutional “No Contact” directive if deemed appropriate or at the request of the complainant or respondent. “No contact directive” means a directive from the university to cease all communication and contact with one or more individuals for a specified period when the university reasonably believes the directive is necessary to protect the health, safety, or welfare of any member of the university or the university community, including to prevent retaliation or harassment. The directive prohibits the student from communicating or contacting the identified individuals through friends, relatives, acquaintances, social media, or other means, except as set out in the directive.

To the extent of the complainant’s cooperation and consent, UNT Health offices will work cooperatively to ensure that the complainant’s health, physical safety, work, and academic status are protected, pending the outcome of a formal University investigation of the complaint.

Survivor Advocacy: Complainants should also know that they can have a survivor advocate accompany them during the sexual assault exam if an advocate is available at the time of the examination.

Protective Orders: Further, UNT Health complies with Texas law in recognizing orders of protection. Family violence is a serious threat to society and its members. Survivors of family violence are entitled to the maximum protection permitted by law. A protective order is a civil court order issued to prevent continuing acts of family violence. Family violence is basically defined as any act by one member of a family or household intended to physically harm another member, a serious threat of physical harm, or the abuse of a child. Family includes blood relatives or relatives by marriage, former spouses, parents (married or not) of the same child, foster parents and foster children, or any member or former member of a household (people living in the same house, related or not). In order to request a protective order, an application must be completed and include an affidavit or declaration. After the forms are completed, they must be submitted to the courthouse. The forms may be filed in one of three places: 1) the county where you live, 2) the county in which the other person lives, or any Texas county in which the violence occurred. You cannot be charged a fee by a court in connection with filing, serving, or entering a protective order. For detailed information concerning protective orders and how to obtain one please visit the following website: <https://texaslawhelp.org/toolkit/i-need-protective-order>. Additional resources can also be found on the following website: <https://www.texasattorneygeneral.gov/cvs/protective-orders>. UNT Health PD is the primary repository of protective orders involving UNT Health employees and students. Additionally, UNT Health PD can verify an existing protective order with the issuing agency when needed. Care Team members at UNT Health have received training on how to obtain a protective order and can provide this information to students. If an UNT Health student violates a protective order, they may be found responsible for a violation of law in accordance with the Student Code of Conduct and Civility (UNT Health Policy 7.105). If a student has questions related to their personal safety on campus, they may contact UNT Health PD and/or local law enforcement for a consultation.

Providing Support and Information to the Complainant

1. Depending on when reported (immediate vs. delayed report), UNT Health will provide the complainant with access to medical care. UNT Health will identify medical facilities with a Sexual Assault Nurse Examiner.
2. UNT Health will provide written information to the complainant on how to preserve evidence.

3. UNT Health will assess the immediate and ongoing safety needs of the complainant.
4. The Care Team at UNT Health and/or UNT Health PD will provide information to the complainant on how to request a temporary protective order.
5. UNT Health will assist the complainant with contacting local police if the complainant requests AND the complainant will be provided with contact information for the local police department.
6. UNT Health will provide the complainant with referrals to on and off-campus mental health providers.
7. UNT Health will assess the need to implement interim or long-term protective measures, such as academic and working accommodations. UNT Health does not have on-campus housing, but can provide housing resources, if necessary. "No Contact" directives between both parties can also be implemented. A "No Contact" directive may impose a limited or campus-wide directive between two parties involved in the complaint when the fear of retaliation or harassment may be present through processes outlined in the Student Code of Conduct and Civility. Specific instructions will accompany the "No Contact" directive outlining expected behavior and can include face-to-face contact, correspondence, email, social media, telephone, or soliciting others to contact another person.
8. UNT Health may issue a "Notice of Trespass" directive to respondent prohibiting the respondent from being present on UNT Health property if deemed appropriate.
9. UNT Health will provide a copy of the Title IX, Student Code of Conduct & Civility, and Prohibition Against Discrimination, Sexual Misconduct, Harassment and Related Retaliation Policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution.
10. UNT Health will inform the complainant and respondent simultaneously in writing of the outcome of the investigation, whether or not the respondent was found responsible, whether or not the respondent will be administratively sanctioned, and the complaint and respondent's options to request a review of the outcome.
11. UNT Health will enforce the non-discrimination and anti-retaliation policies and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.
12. Level of evidence is based on the preponderance of evidence. The preponderance of evidence is defined as the amount of information necessary to establish whether an allegation is more likely than not to have occurred (i.e., more likely true than not true). It is also referred to as the greater weight of the evidence.

Reviewing Reports

The Title IX Coordinator is the designee that will review all allegations of sexual misconduct, sexual harassment, domestic violence, dating violence, sexual assault, and stalking and will, at minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking, as well as how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. The Title IX Coordinator shall consult with the complainant of the alleged offense, if the individual's identity is known, before recommending interim measures or before initiating an investigation. This consultation must include informing the complainant that:

- The complainant may file a criminal complaint with law enforcement officials at any time, and may also **decline** involvement of law enforcement officials;

- UNT Health has an obligation to remediate reported misconduct and that an investigation may be conducted whether a criminal complaint is filed or not;
- UNT Health can take measures to protect against continued misconduct and retaliation;
- Voluntary withdrawal of an allegation will not necessarily result in termination of an investigation; and
- The complainant should contact the Title IX Coordinator if retaliation is suspected.

A decision not to investigate a report shall be documented in writing and include the reason(s) for not investigating the allegation(s).

Investigating Reports

All allegations of domestic violence, dating violence, sexual assault, stalking, sexual harassment, and sexual misconduct that the Title IX Coordinator determines to be credible shall be investigated promptly. If the complaint of the alleged offense asks the University not to investigate or to delay investigating an allegation of domestic violence, dating violence, sexual assault, stalking, sexual harassment or sexual misconduct, or asks that no disciplinary action be taken, or that the person who allegedly violated the policy not be notified of the allegation, the investigating office shall inform the individual, in writing, of UNT Health's obligation to meaningfully investigate and respond appropriately to the allegation and that honoring the request could compromise its ability to do so. In determining whether the request can be granted, the Title IX Coordinator shall consider the following factors:

- Seriousness/nature of the allegation;
- Whether the alleged behavior or conduct presents a threat to individuals other than the person who is making the request;
- Whether effective measures can be put in place to protect the individual against continued harm or retaliation;
- Whether delaying an investigation could reasonably result in the destruction or deterioration of potential evidence to corroborate or refute the allegation; and
- Any other information that has a reasonable bearing on the decision.

Individuals will be informed in writing if the request to not take or to delay action is not granted. The notice will include the rationale for the decision.

Standard of Proof

UNT Health uses a preponderance of evidence as the amount of information necessary to establish whether an allegation of domestic violence, dating violence, sexual assault, stalking, sexual misconduct, or sexual harassment was more likely than not to have occurred. Preponderance of evidence is also referred to as the greater weight of the evidence.

Timeline and Notifications

Investigations. Investigations are completed expeditiously, and the timeline is influenced by the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc. UNT Health will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation. Because each case is unique, timelines may vary from the anticipated timelines described in this document. UNT Health seeks to resolve cases

within 90 business days. This includes approximately 60 business days for the investigation interviews, evidence collection, and report writing process and 30 business days for the live hearing, decision and appeal process, which includes the required waiting periods.

Receipt of a Complaint and Preliminary Assessment.

Upon receipt of a complaint, UNT Health Title IX Compliance Office (or their designee) (hereinafter the “Administrator”) will conduct a preliminary inquiry designed to assess:

- a. UNT Health policy or policies potentially invoked by the alleged conduct;
- b. The appropriate UNT Health official to respond to the complaint; and
- c. The best path of resolution for the complaint.

In the event the Administrator determines there are no reasonable grounds that the conduct at issue constitutes a violation of this policy, the Administrator will close the complaint.

After a complaint is reviewed, there are two (2) possibilities that govern how UNT Health will proceed:

1. The complaint falls within Title IX by including an allegation of sexual assault, dating violence, domestic violence, sexual assault, stalking, or sexual harassment based on sex, and meets the jurisdictional requirements under federal regulation.
2. The complaint does not fall within Title IX or is not sexual assault, dating violence, domestic violence, sexual assault, stalking, or sexual harassment based on sex, but the allegation includes sex-based discrimination or sexual misconduct prohibited under other institutional policies.

Title IX complaints alleging sexual assault, dating violence, domestic violence, sexual assault, stalking, or sexual harassment based on sex, and meet the jurisdictional requirements under federal regulation will be addressed in accordance with the UNT Health Title IX policy and procedures, referred to as the Title IX Process. Allegations that do not fall within Title IX or are not sexual assault, dating violence, domestic violence, sexual assault, stalking, or sexual harassment based on sex, but the allegation includes sex-based discrimination or sexual misconduct will be addressed in accordance with other UNT Health policies.

UNT Health’s Procedures for Resolving a Complaint of Domestic Violence, Dating Violence, Sexual Assault, Stalking, Sexual Harassment, or Sexual Misconduct

Whether routed through the informal or formal processes for resolution, proceedings will be conducted by officials who receive, at a minimum, annual training on issues related to dating violence, domestic violence, sexual assault, and stalking. These officials will also have training at least annually on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Informal Resolution. The Informal Resolution process may only be pursued after a Formal Complaint has been filed and before a determination of responsibility has been made. Informal Resolution will only occur with the voluntary and written consent of both parties. Informal Resolution is not permitted to resolve alleged sexual harassment by an employee against a student, in cases of sexual assault or when violence is an allegation. Options for informal resolution include but are not limited to alternative dispute resolution such as mediation,

educational trainings and discussions, or workshops. These practices focus on offering an alternative or supplemental path to traditional disciplinary actions, allowing for voluntary, facilitated processes where parties discuss harm, may take responsibility, and work toward repair and accountability. If informal resolution is determined to be appropriate, the Administrator will meet separately with both parties to discuss an informal resolution based on the information available. If the proposed informal resolution supports UNT Health's mission to provide a respectful environment for its community, the informal resolution will be implemented, and the matter will be closed. When the Respondent is a student, an Informal Resolution will be recorded in the Respondent's and Complainant's student file in the Division of Student Affairs and/or on the student's transcript if the agreed upon Resolution Agreement sanction includes disciplinary probation, suspension, or dismissal. Informal Resolutions will typically be completed within 30 days of the decision to engage in the process. Steps for informal resolution include:

1. Equal Opportunity (EO) will facilitate the process for the parties and informal resolution process.
2. Complainant determines to proceed with an informal resolution, in writing.
3. Respondent agrees to proceed with informal resolution, in writing.
4. EO contacts parties with available dates and times for informal resolution.
5. EO provides parties with name of facilitator for informal resolution and scope of issues to discuss.
6. Parties participate in informal resolution.
7. Parties reach agreement and sign written resolution document.
8. EO matter is closed.
9. EO monitors implementation and completion of any action items in informal resolution.

The individual facilitating an informal resolution must be trained in alternative dispute resolution or mediation and cannot subsequently be the Investigator, Decision-maker, or Appellate Authority of the matter if it goes to investigation.

A. Informal Resolution

The Informal Resolution process may only be pursued after the Complainant has filed a Formal Complaint and before a determination of responsibility has been made. Informal Resolution will only occur with the voluntary and written consent of both parties, and approval of the Title IX Coordinator. The informal resolution process is not permitted in cases where:

1. The Complaint alleges sexual assault;
2. The Complaint contains an allegation of violence;
3. The Complaint alleges an employee sexually harassed a student; or
4. When the individuals previously participated in the Informal Resolution process and reached a mutual agreement that resolved the allegations in the Complaint.

Prior to initiating an Informal Resolution, the Title IX Coordinator will notify each party, in writing, of:

1. The allegations, including date and location of the conduct that is alleged to have occurred;
2. The requirements and procedure of the informal resolution process;
3. A statement indicating that the decision to accept a complaint does not presume that the conduct at issue has occurred, and that the respondent is presumed not responsible, unless and until, at the conclusion of the process below, there is a determination of responsibility;
4. Information regarding Supportive Measures, which are available equally to the Respondent and to the Complainant; and

5. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

At any time, either party may withdraw from the Informal Resolution process and resolve the Complaint through the Resolution Process. If the parties do not reach an agreement through the Informal Resolution process, the complaint will be resolved through the Resolution Process unless it is withdrawn.

Informal Resolutions will typically be completed within thirty (30) days of the decision to engage in the process. Informal Resolution agreements are signed by the parties and are enforced by the System Administration, to the extent allowed by law.

Formal Resolution of a Title IX Complaint (Process A). If the Administrator determines that a formal investigation is warranted to resolve a complaint, and the complaint falls inside of Title IX jurisdiction, UNT Health will determine whether an employee or student is responsible for a violation of this policy and what, if any, corrective action is appropriate, in accordance with the following procedures:

- a. *Formal Complaint.* To begin the Grievance Process, the Complainant must sign a Formal Complaint (requesting an investigation) and submit it to the Title IX Coordinator.
- b. *Notice of Investigation and Allegations.* After receiving a Formal Complaint, at a minimum, the Title IX Coordinator will provide the Complainant and Respondent written notice of the Formal Complaint and available UNT Health resources and assistance. Both parties will be notified of all applicable policies and procedures and that the process will be prompt, fair, and impartial from investigation through final outcomes.
- c. *Assignment of Investigator.* The Administrator will appoint an investigator or investigative team with experience investigating allegations of sexual misconduct.
- d. *Investigation.* The investigation will be conducted in a manner appropriate with respect to the circumstances of the case. Investigations will be completed within a reasonable time period. The investigation may include, but is not limited to, conducting interviews of the complainant(s), the respondent(s), and any witnesses; reviewing law enforcement investigation documents, if applicable; reviewing personnel files; and gathering, examining, and preserving other relevant documents and physical, written, and electronic evidence. The parties will be afforded an opportunity to identify and present relevant witnesses and evidence to the investigator, as well as identify witnesses who may have relevant information.
- e. *Adjudication of allegation.* The adjudication of these allegations will be considered by a hearing panel during a live hearing. Administrators conducting and participating in the hearings will, at minimum receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking, as well as how to conduct a hearing process that protects the safety of victims and promotes accountability. Adjudication of allegations will be completed in a reasonable time period.
- f. The Complainant and Respondent will have the opportunity to participate in the hearing, including being accompanied by an advisor of their choice, calling witnesses, offering evidence, and questioning the other individual, the other individual witnesses, and the investigator. If the party does not have an advisor, the Title IX Office will assign one. Live hearings are closed.
 - a. Hearing Procedures
 - i) **Hearings:** Formal hearings will be conducted by the Hearing Officer using a virtual platform, such as Zoom or Microsoft Teams, and will proceed according to the guidelines in this procedure.

- ii) **Hearing Notice:** The UNT Health Title IX will provide at least ten (10) days written notice to the parties that includes the date, time, location, the name of the hearing officer, and the names of all participants of the hearing (all parties, advisors, and witnesses in the investigation report who will testify), purpose of the hearing, a statement of the charges, and a summary of the evidence gathered.
- iii) **Hearing Officer Duties:** The Hearing Officer is responsible for conducting the hearing in accordance with these procedures. The Hearing Officer will rule on all procedural matters and on objections regarding exhibits and testimony of witnesses at the hearing; may question witnesses who testify at the hearing; and is entitled to have the advice and assistance of an attorney from the University of North Texas System Office of General Counsel.
- iv) **Title IX Hearing Panel (the Panel):** Once a case is referred to the Hearing Officer for a formal hearing, the Hearing Officer will select two (2) members from the Title IX Hearing Panel Pool to serve as Hearing Panelists. Administrators conducting and participating in the hearings will, at minimum receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking, as well as how to conduct a hearing process that protects the safety of victims and promotes accountability.
- v) **Conflicts of Interest:** Any member of the Panel who has a conflict of interest shall immediately recuse themselves. Conflicts of interest include, but are not limited to, personal knowledge of the facts and circumstances of the allegations or having a family or personal relationship with either the Complainant or the Respondent.
- vi) **Challenge to the Panel Members:** The Complainant or the Respondent may challenge any Panelist for cause if there is a belief that a member of the Panel cannot render a fair and impartial result. Challenges to any Panelist must be made in writing and delivered to the Title IX Coordinator within four (4) days after notice of the identity of the Panelist. The Title IX Coordinator will determine if cause exists and will excuse any Panelist where cause exists. Under no circumstance will a Panelist be excluded for a reason that would violate UNT Health's Nondiscrimination policy.
- vii) **Selection of Replacement Members:** If a member of the Panel recuses themselves or if the Title IX Coordinator excuses a Panelist for cause, then the Hearing Officer will select a replacement member from the Hearing Panel Pool.
- viii) **Advisors:** While each party's advisor will be present at the hearing and related meetings, the advisor may not participate in the hearing. Other than to request a break, present a closing statement on the party's behalf, or cross-examine, the advisor may not address the Panel and must comport themselves in a manner that is not disruptive to the hearing or meetings. The Hearing Officer has complete discretion to determine whether conduct is disruptive.
- ix) **Access to Evidence:** Each party and their advisors will have access to all of the evidence from the investigation, including a copy of the completed investigation report at least 10 days before the hearing.
- x) **Separate Rooms and Virtual Participation:** At the request of either party, the Title IX Compliance Office will arrange for the hearing to occur with the parties located in separate

rooms using technology enabling the hearing officer and the parties to simultaneously see and hear the participants answering questions. Participants may appear at the hearing virtually and are not required to be physically present at the same physical location of the hearing.

xi) Questioning of the Witnesses in the Hearing: The Hearing Officer may, at their discretion, ask questions during the hearing of any party or witness at any time during the proceeding. Each party's advisor will have an opportunity to ask relevant questions and follow-up questions of the other party and of any witnesses who participate in the hearing, including questions that challenge credibility. Each Advisor has the ability to ask questions directly, orally, and in real time at the hearing. The parties will not be permitted to personally ask questions of the other party or any witnesses who participate in the hearing. The Advisors may ask questions using the following procedure:

- The Advisor will ask a question of the witness.
- Before the witness answers a question, the Hearing Officer will rule as to whether the Advisor's question is relevant to the alleged Title IX Sexual Harassment charges.
- If the Hearing Officer rules the Advisor's question as not relevant, then the Hearing Officer must explain any decision to exclude a question as not relevant.
- If the Hearing Officer allows the question as relevant, the witness will answer it.

xii) Prior Sexual History: A Complainant's sexual predisposition or prior sexual behavior are not relevant except where questions and evidence about such behavior are offered to prove that someone other than the Respondent committed the alleged offense or if the questions or evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove the Complainant's consent.

xiii) Recording. The hearing will be recorded in audio or audiovisual format or may be transcribed at the discretion of the UNT Health Title IX Office. The recording or transcript, if applicable, will be available for the parties to inspect and review, upon written request.

- g. Determination of Responsibility.* The panel will determine whether a policy was violated based on the preponderance of evidence standard (i.e., more likely than not) to have occurred. The individuals will be informed in writing of the determination. The Hearing Officer will send a copy of the written determination simultaneously to both parties, which will include the following:
- a. The allegations that potentially constitute Title IX Sexual Harassment prohibited by this policy;
 - b. A description of all the procedural steps of the Formal Grievance Process under this policy;
 - c. The findings of fact supporting the Hearing Officer's determination, based on a preponderance of the evidence standard;
 - d. The conclusion(s) and a rationale as to whether the Respondent is responsible for each allegation;
 - e. The recommended disciplinary sanctions, if applicable; Any other remedies, if applicable, designed to restore the Complainant's access to the education program or activity; and
 - f. Procedures and permissible grounds for the parties to appeal, if applicable.
- h. Additional Processes Provided to Students and Employees.*
- a. The Hearing Officer will send a copy of the written determination simultaneously to the parties, in addition to the Vice Provost of Student Affairs (for student Respondents) or appropriate administrator (for employee Respondents), and the Title IX Coordinator.

- b. For students, recommended disciplinary actions will be referred to the Office of Care and Civility for resolution as outlined in the Student Code of Conduct and Civility (UNT Health Policy 7.105).
 - c. For employees, the recommended sanctions/corrective actions will be referred to Human Resources or the Office of the Provost, as appropriate, for resolution in accordance with applicable Health Science Center disciplinary policies.
- i. **Appeals.**
- a. **Appealing a Mandatory or Discretionary Dismissal or Emergency Removal.** Parties have five (5) days after receipt of the notice of mandatory or discretionary dismissal or the emergency removal to submit in writing an appeal of a determination. The appeal will be considered by the designated UNT Health official. The appeal decision will be communicated in writing to the parties, their advisors (if applicable), and the Title IX Coordinator.
 - b. **Appealing the Determination of Responsibility.** Any party may appeal the determination of responsibility. The appeal must be submitted in writing to the Title IX Coordinator within five (5) days of the delivery of the notice of the written determination. An appeal may be based only on the following grounds:
 - i. Procedural irregularity that affected the outcome of the matter;
 - ii. New evidence that could affect the determination of responsibility was not reasonably available at the time the determination regarding responsibility or dismissal was made; and
 - iii. The Title IX Coordinator, Investigator(s), or Hearing Panelist(s) had a conflict of interest or bias for or against the parties, general or specific, that affected the outcome of the matter.
- j.

*If any of the grounds in the Appeal do not meet the above grounds, that request will be denied by the Appellate Authority, and the parties will be notified in writing of the denial and the rationale. If any of the grounds in the Appeal meet the grounds in this policy, then the Appellate Authority will provide written notification to the other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the Hearing Panel. The non-appealing party will have five (5) days from the notification of the appeal to submit a written statement in support of the outcome. The Appellate Authority will release a written Notice of Appeal Outcome within 21 days from the date of the appeal to:

- i. Affirm the determination of responsibility regarding the Respondent's responsibility outlined in the determination report;
- ii. Return the complaint to the hearing panel to address any procedural irregularity or consider any new evidence; or
- iii. Reverse the determination of responsibility.

A Notice of Appeal Outcome will be sent to all parties simultaneously including the decision on each approved ground and rationale for each decision. The Notice will specify the finding on each ground for appeal, and the rationale supporting the findings.

- a. **Appealing the Disciplinary Action (for Student Respondent).** In matters of sexual misconduct, domestic violence, dating violence, or stalking, either the Respondent or the Complainant may submit a request for review of assigned disciplinary action(s) by the Vice Provost for Student Affairs. The final decision will be prepared in accordance with FERPA and delivered to both the Complainant and the Respondent.

- b. **Appealing the Sanction/Corrective Action (for Employee Respondent).** In matters of sexual misconduct, domestic violence, dating violence, or stalking, either the Respondent or the Complainant may submit a request for review of assigned disciplinary action(s) in accordance with applicable UNT Health disciplinary policies.
- k. **Notification to parties.** The complainant and the respondent will be notified simultaneously in writing of the result of the investigation, as well as any changes to those results or disciplinary actions prior to the time that such results become final. The determination is final when the deadline date to file the appeal expires, or the date notice of the decision on the appeal is provided.
- l. **Timeline for Resolution.** All disciplinary proceedings will be completed as promptly as circumstances permit, and UNT Health will communicate regularly with parties to update them on the progress and timing of the process.

Formal Resolution of a Sexual Misconduct (Non-Title IX) Complaint (Process B). If the Administrator determines that a formal investigation is warranted to resolve a complaint, and the complaint falls outside of Title IX jurisdiction, The Office of Equal Opportunity will investigate the complaint in accordance with UNT Health Policy 5.106. Investigations will be conducted in accordance with applicable procedures for employees and students, and the proceeding will be prompt, fair, and impartial from the initial investigation to the final result. UNT Health will determine whether an employee or student is responsible for a violation of this policy and what, if any, corrective action is appropriate, in accordance with the following procedures: Both parties, the Complainant and Respondent, may have an advisor of their choice. If the party does not have an advisor, the Title IX Office will provide one for them.

- a. **Assignment of Investigator.** The Administrator will appoint an investigator or investigative team with experience investigating allegations of sexual misconduct.
- b. **Notice of Investigation and Allegations.** The investigators will provide the Complainant and Respondent with written notice of the complaint and available UNT Health resources and assistance.
- c. **Investigation.** The investigation will be conducted in an appropriate manner in respect of the circumstances of the case. The investigation may include, but is not limited to, conducting interviews of the complainant(s), the respondent(s), and any witnesses; reviewing law enforcement investigation documents, if applicable; reviewing personnel files; and gathering, examining, and preserving other relevant documents and physical, written, and electronic evidence. The parties will be afforded an opportunity to identify and present relevant witnesses and evidence to the investigator, as well as identify witnesses who may have relevant information.
- d. **Written Report.** Both parties will be allowed to inspect the report and have reasonable and equitable access to all evidence relevant to the alleged violation(s) in UNT Health's possession, subject to FERPA and Texas Education Code, Section 51.971. Each party will have seven (7) business days to submit written comments regarding the investigation to the Investigator.
- e. **Determination of Responsibility.** The investigator will make conclusions as to whether the Respondent violated the provisions in this policy. The investigator will determine whether a policy was violated based on the preponderance of evidence standard (i.e., more likely than not) to have occurred. The investigator's findings and conclusions will be shared with the Administrator in a written report. The Administrator must concur with the investigator's conclusions prior to finalizing the determination. The

Title IX Coordinator will send a copy of the written determination simultaneously to both parties, which will include information about the appeal process.

- a. *Determination of No Policy Violation.* If the investigator determines that the Respondent did not violate any provision of this policy, the Administrator will determine and document the appropriate resolution of the complaint and notify the parties of that determination.
- b. *Determination of Policy Violation.* If the investigator determines there is sufficient information to find, by a preponderance of the evidence standard, that the Respondent violated this policy, the matter will be referred to the appropriate UNT Health official for corrective action.
 - i. For students, the matter will be referred to the Office of Care and Civility for resolution as outlined in the Student Code of Conduct and Civility (UNT Health Policy 7.105).
 - ii. For employees, the matter will be referred to Human Resources or the Office of the Provost, as appropriate, for resolution in accordance with applicable Health Science Center disciplinary policies.
- f. *Appeals for both Student and Employee Respondents*
 - a. Findings of a violation of this policy may be appealed in writing by either party within five (5) business days from date of notification to the equivalent cabinet member of the position for the employee's area, or designee, or to the Vice Provost of Student Affairs for students. Notice to the parties of the outcome of a case includes the procedures for appeal. Appeals are allowed only on the following bases:
 - i. procedural error or omission that significantly impacted the outcome;
 - ii. new evidence (i.e., unknown, or unavailable during the investigation) that could have significantly impacted the findings; or
 - iii. the appropriateness or severity of the sanction(s).
 - b. The cabinet member has ten (10) business days to review the appeal and provide a decision in writing to the appealing party. The decision shall be final.
 - c. If the cabinet member is party to the complaint, the appeal will be reviewed another cabinet member designated by the president. The reviewing cabinet member will review the appeal and provide a recommendation to the president in writing within 10 business days of receipt of the appeal. The president will provide a final decision in writing to the appealing party within ten (10) business days of the receipt of the recommendation.
- g. *Notification to parties.* The complainant and the respondent will be notified simultaneously in writing of the result of the investigation, as well as any changes to those results or disciplinary actions prior to the time that such results become final. The determination is final when the deadline date to file the appeal expires, or the date notice of the decision on the appeal is provided. Parties will be simultaneously notified when the results are final.
- h. *Timeline for Resolution.* All disciplinary proceedings will be completed as promptly as circumstances permit, and UNT Health will communicate regularly with parties to update them on the progress and timing of the process.

Disclosure of Results of Disciplinary Proceedings

UNT Health will disclose the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of any crime of violence or non-forcible sex offense (incest or statutory rape) to the alleged victim or next of kin if the victim is deceased.

Possible Disciplinary Actions for Students Found Responsible for Domestic Violence, Dating Violence, Sexual Assault, Sexual Misconduct, and Stalking

In all cases, investigations that result in a finding of more likely than not that a student committed domestic violence, dating violence, sexual assault, stalking, sexual harassment, or sexual misconduct will lead to the assignment of disciplinary actions against the student. Possible disciplinary actions for offenses of sexual assault, sexual misconduct, domestic violence, dating violence, and/or stalking are permanent no contact directives, loss of privileges, written warning, disciplinary probation, suspension, and expulsion. If there are findings under UNT Health Policy for students, the case will be transferred to the Office of Care and Civility for appropriate sanctions and reviews, if applicable.

Possible Sanctions for Employees Found Responsible for Domestic Violence, Dating Violence, Sexual Assault, Stalking, Sexual Harassment or Sexual Misconduct

Following a disciplinary proceeding, investigations that result in a finding of more likely than not that an employee committed domestic violence, dating violence, sexual assault, stalking, sexual harassment, or sexual misconduct will lead to the imposition of corrective action against the employee. University corrective actions for offenses of sexual assault, sexual misconduct, sexual harassment, domestic violence, dating violence, and/or stalking may include verbal or written warning, probation, loss of merit or raises for a period not to exceed one year, reduction in salary for a period of one year, reduction in rank with a loss of salary, revocation of tenure, suspension with or without pay for a specific period of time, and termination. If there are findings under UNT Health Policy for employees, the case will be transferred Human Resources or the Provost office for appropriate sanctions.

Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, volunteers, services, or is a student.

This information can be found on the Texas Public Sex Offender website at:

<https://sor.dps.texas.gov/PublicSite> Information regarding registered sex offenders in Tarrant County may be obtained by contacting the Tarrant County Sheriff's Office, the Fort Worth Police Department, or by going to <http://access.tarrantcounty.com/en/sheriff.html> For statewide information, contact the Texas Department of Public Safety or go to <https://www.dps.texas.gov/>.

Education and Prevention Programs

All students and employees within our campus community deserve to feel safe and supported. UNT Health prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking (for definitions of how we define these incidents within our policy, please see pages 30-32) and works year-round to provide you with education, tools, and resources to recognize concerning or harmful behaviors and strategies for intervening or to help others get the support they need. As a part of these efforts, UNT Health provides primary prevention and awareness campaigns for all students and employees. UNT Health engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, sexual misconduct, and stalking. UNT Health considers our own unique campus when designing these programs, to ensure they:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels so that we can address actual issues that may influence how or if violence is occurring within our own community and how the programs can meet our collective needs.

You will notice some common themes throughout our programs. All the programs will reinforce that dating violence, domestic violence, sexual assault, and stalking is unacceptable (and prohibited) within our campus community. This section provides an overview of education and prevention programs and explains how UNT Health:

- a. Addresses how we define these terms under UNT Health policy;
- b. Addresses the definitions provided by state law that describe what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- c. Defines what behavior and actions constitute consent to sexual activity in the State of Texas;
- d. Describes safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Safe and positive options refer to actions such as watching out for others, confronting individuals, and speaking out when you witness concerning behavior, believing disclosures told to you by others, and referring individuals to on and off-campus resources. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and talking action to intervene;
- e. Provides information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence. This definition of risk reduction includes giving bystanders tools to overcome barriers that might lead them not to intervene, so the strategies provided above are not just bystander intervention but can also be considered risk reduction. It is up to us as a community to look out for one another and create the safe environment all our students and employees deserve. Risk reduction information shared includes strategies on increasing situational awareness and the development of preventative strategies with tailored responses to foster empowerment and a mindset of looking out for one another;
- f. Gives you more information about our institution's disciplinary process, which is also explained on pages 39-53; and
- g. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

Programs are designed to be offered in a variety of settings, including virtual, live, pre-recorded, and informational based formats. This method of programming proved to be successful for engaging the entire UNT Health campus population. As a result, programming reflects a hybrid nature of in-person and online. During the 2024 calendar year, many programs or program elements were able to be adapted to a hybrid format to promote program accessibility.

Primary prevention programs are defined as programming, initiatives, and strategies intended to stop dating violence, domestic violence, sexual assault, sexual misconduct, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. UNT Health offers programs that promote healthy relationships and communication skills, moderation in alcohol consumption and safe rides, and common courtesy. In the descriptions of our programs below, you will get a sense of what programs focus on these ideas and encourage you and your peers to intervene if appropriate. Primary prevention programs at UNT Health include New Student Orientation and New Employee Orientation.

Awareness programs are defined as community-wide (anyone can access) or audience-specific (targeted towards a certain segment of our community or students or employees specifically) programming, initiatives and strategies that increase audience knowledge, and share information and resources to prevent violence, promote safety and reduce perpetration. Our awareness programs may address primary prevention specifically but may also raise knowledge about these types of crimes and how they can impact a campus community.

Ongoing prevention and awareness campaigns are programming, initiatives and strategies that are sustained over time and that focus on increasing the understanding of topics of relevant to and skill for addressing dating violence, domestic violence, sexual assault, sexual misconduct, and stalking, using a range of strategies with audiences throughout the institution. They also promote awareness of the services and programming that UNT Health has available to address these issues. Ongoing prevention and awareness campaigns at UNT Health include:

- Communication strategies such as social media posts, emails, printed materials, and tabletop information in various academic buildings;
- Programming coordinated with and delivered to individual groups on campus, as requested; and
- Information booths at student resource fairs and other campus events.

The information we have included above reflects that we always stress in our programming the need for consent and respect for a partner's boundaries, especially when engaging in sexual activity, not pressuring others to consume alcohol or any other harmful behaviors and reinforcing resources within the community to access safe rides or other safety support.

The details of the programs we offer are listed below – we hope we will see you at some of them this year.

For more information on these offerings, please contact the Office of Care and Civility at OCC@unthsc.edu or the UNT Health Title IX Coordinator at titleix@unthsc.edu.

UNT Health has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students and employees at every new student and employee orientation via in-person presentations and email.

New students can expect the following primary prevention and awareness programs:

UNT Health New Student Orientation presentation provides information about sexual assault support resources and services; how to report crimes, domestic violence, dating violence, sexual assault, and stalking; campus safety; alcohol and drug prevention programs; and consent. All new students are provided resource cards on how to report and where to get help that are attached to their student ID badges that are required for each student to have on their person while on campus. Additionally, campus and environmental safety information is also covered to ensure that both risk and protective factors are addressed from a comprehensive and holistic perspective.

UNT Health offered the following primary prevention & awareness programs for incoming students in 2024:

Name of Program	Date Held	Location Held	Prohibited Behavior Covered
New Student Orientation (Online CPH)	1/8/24-1/12/24	Online	DaV, DoV, SA, S
New Student Orientation (Online CON)	1/8/24-1/12/24	Online	DaV, DoV, SA, S
New Student Orientation (CON)	1/8/24-1/12/24	In Person (EAD)	DaV, DoV, SA, S
New Student Orientation (Online CBTS)	1/8/24-1/12/24	Online	DaV, DoV, SA, S
New Student Orientation (CBTS)	1/11/2024	SSC	DaV, DoV, SA, S
New Student Orientation (Online CPH)	5/28/24-5/31/24	Online	DaV, DoV, SA, S
New Student Orientation (Online CBTS)	5/28/24-5/31/24	Online	DaV, DoV, SA, S
New Student Orientation (Online CHP)	5/28/24-5/31/24	Online	DaV, DoV, SA, S
New Student Orientation (CBTS)	5/28/24-5/30/24	Online	DaV, DoV, SA, S
New Student Orientation (TCOM)	7/8/24-7/12/24	In Person (MET)	DaV, DoV, SA, S
New Student Orientation (DPT)	7/9/24-7/11/24	In Person (IREB)	DaV, DoV, SA, S
New Student Orientation (Online COP)	8/5/24-8/9/23	Online	DaV, DoV, SA, S
New Student Orientation (COP)	8/5/24-8/9/24	In Person (IREB)	DaV, DoV, SA, S
New Student Orientation (PA)	8/5/24-8/7/24	In Person (IREB)	DaV, DoV, SA, S
New Student Orientation (Online CBTS)	8/12/24-8/16/24	Online	DaV, DoV, SA, S
International Student Orientation	8/12/2024	In Person (EAD)	DaV, DoV, SA, S
New Student Orientation (CBTS)	8/13/24-8/15/24	In Person (RES)	DaV, DoV, SA, S
New Student Orientation (CPH)	8/13/24-8/15/24	EAD	DaV, DoV, SA, S
New Student Orientation (Online CON)	8/12/24-8/16/24	Online	DaV, DoV, SA, S

*Program Title: Care Team/Title IX Office Basics/Campus Safety/Student Policies and Campus Resources
DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault, and S means Stalking.

Students can expect the following ongoing awareness and prevention programs made available to UNT Health students:

Campus Safety Awareness Month provides education on the Clery Act, Title IX, hazing prevention, and bystander intervention via social media and internal UNT Health communication platforms.

Domestic Violence Awareness Month offers bystander intervention displays with printed information on domestic violence assault awareness and prevention, as well as reporting and where to get help. Additionally, a series of

infographics and resources are distributed in a virtual format that covers consent, prevention strategies, reporting options, and information on campus and local resources.

[UNT Health Sexual Assault Prevention for Graduate Students](#) is required of all new and current students. The training includes information on prevention and awareness of domestic violence, dating violence, sexual assault, and stalking, as well as how to report and where to get help. UNT Health Sexual Assault Prevention for Graduate Students is an online training required for all new and current students and administered through the university compliance management system. Students must complete the training by the university deadline.

[National Drug and Alcohol Fact Week](#) promotes campus and community resources, drug and alcohol education, and recovery-based information via social media and Engage.

[National Impaired Driving Month](#) promotes campus and community resources to mitigate risk of impaired driving, highlighting drug and alcohol data pertinent to UNT Health and relevant recovery resources.

[RSO Officer Training](#) is required of all students that serve as officers in a registered student organization and includes information on risk management, how to report and where to get help for issues of domestic violence, dating violence, sexual assault, and stalking and how their roles as student leaders contributes to safe communities.

[Sexual Assault Awareness Month](#) offers bystander intervention displays with printed information on sexual assault awareness and prevention, as well as reporting and where to get help. Additionally, a series of infographics and resources were distributed in a virtual format that covers consent, prevention strategies, reporting options, and information on campus and local resources.

[Stalking Awareness Month](#) offers bystander intervention displays with printed information on stalking awareness and prevention, reporting and where to get help. In addition, all students are provided information regarding stalking awareness, campus, and community resources via email, Engage, and social media.

The full list of ongoing awareness and prevention programs offered by UNT Health for students in 2024 can be found in Appendix A.

New employees can expect the following primary prevention and awareness programs:

[UNT Health New Employee Orientation](#) presentation provides information about sexual assault support resources and services; how to report crimes, domestic violence, dating violence, sexual assault, and stalking; campus safety; and alcohol and drug prevention programs.

[UNT Health offered the following primary prevention & awareness programs for all incoming employees in 2024:](#)

Name of Program	Date Held	Location Held	Prohibited Behavior Covered
New Employee Orientation	January 17	EAD	DaV, DoV, SA, S
New Employee Orientation	February 7 & 21	EAD	DaV, DoV, SA, S
New Employee Orientation	March 6 & 20	EAD	DaV, DoV, SA, S

New Employee Orientation	May 13, 14, 15	EAD	DaV, DoV, SA, S
New Employee Orientation	June 10 & 12	EAD	DaV, DoV, SA, S
New Employee Orientation	August 12, 13, 14	EAD	DaV, DoV, SA, S
New Employee Orientation	September 9, 10, 11	EAD	DaV, DoV, SA, S
New Employee Orientation	October 7, 8, 9	EAD	DaV, DoV, SA, S
New Employee Orientation	November 9, 10, 11, 12, 13	EAD	DaV, DoV, SA, S

DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault, and S means Stalking.

Employees can expect the following ongoing awareness and prevention programs made available to UNT Health employees:

Campus Safety Awareness Month provides education on the Clery Act, Title IX, hazing prevention, and bystander intervention via social media and internal UNT Health communication platforms.

Domestic Violence Awareness Month offers bystander intervention displays with printed information on domestic violence assault awareness and prevention, as well as reporting and where to get help.

Additionally, a series of infographics and resources are distributed in a virtual format that covers consent, prevention strategies, reporting options, and information on campus and local resources.

National Drug and Alcohol Fact Week promotes campus and community resources, drug and alcohol education, and recovery-based information via social media and Engage.

National Impaired Driving Month promotes campus and community resources to mitigate risk of impaired driving, highlighting drug and alcohol data pertinent to UNT Health and relevant recovery resources.

Sexual Harassment Training is required of all new employees and annually for current employees and administered through the university compliance management system. Employees must complete the training by the university deadline.

Sexual Assault Awareness Month offers bystander intervention displays with printed information on sexual assault awareness and prevention, as well as reporting and where to get help. Additionally, a series of infographics and resources were distributed in a virtual format that covers consent, prevention strategies, reporting options, and information on campus and local resources.

Stalking Awareness Month offers bystander intervention displays with printed information on stalking awareness and prevention, reporting and where to get help. In addition, all students are provided information regarding stalking awareness, campus, and community resources via email, Engage, and social media.

The full list of ongoing awareness and prevention programs offered by UNT Health for employees in 2024 can be found in Appendix B.

Resources

Assistance for Survivors: Rights and Options

Regardless of whether a survivor elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, UNT Health will assist survivors of sexual assault, domestic violence, dating violence, and stalking and will provide each survivor a written explanation of his or her rights and options. Such written information will include:

- The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or talking has occurred;
- Information about how the institution will protect the confidentiality of victims and other necessary parties;
- A statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- A statement regarding the institution's provisions about options for available assistance and how to request accommodations and protective measures; and
- An explanation of the procedures for institutional disciplinary action.

A victim of crime is defined by Chapter 56 of the Code of Criminal Procedures as (1) someone who is a victim of sexual assault, kidnapping or aggravated robbery or who has suffered bodily injury or death because of the criminal conduct of another, (2) the close relative (spouse, parent, adult brother or sister, or child) of a deceased victim or (3) the guardian of a victim. The law also applies to victims of juvenile crime, including victims who suffer property loss. The State of Texas intends that victims of crime receive the following safeguards, assurances, and considerations: The Texas Constitution (Article I, Section 30) provides victims of violent crime with the right, upon their request, to receive notice about court proceedings and the conviction, sentence, imprisonment, and release of the respondent. For more information about victim notification, visit

<https://texasattorneygeneral.gov/cvs/victim-notification> or call VINE 24- hour information on jail status and court events: (877) 894-8463.

Assistance and Support Available to Survivors

UNT Health may issue an institutional no contact directive if deemed appropriate. For students, the no contact directive is issued through procedures outlined in the Student Code of Conduct and Civility. To the extent of the survivor's cooperation and consent, University offices will work collaboratively to ensure that the complainant's health, physical safety, work, and academic status are protected. For example, if reasonably available, a survivor may be offered changes to academic or working situations, counseling, health services, visa and immigration assistance, assistance in notifying appropriate law enforcement, financial aid/assistance, and off campus housing resources (since UNT Health does not offer on-campus housing).

Confidentiality

Victims may request that directory information on file with the University be withheld by request through the Survivor Advocate.

Regardless of whether a victim has opted-out of allowing the University to share directory information, personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need to know, i.e. those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. The institution will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the

accommodations or protective measures. The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Campus Safety Act.

Unless waived in writing by the individual, the identity of aforementioned individuals:

- Is confidential and not subject to disclosure under Texas Chapter 552, Government Code (Public Information)

All publicly available record keeping is completed without the inclusion of personally identifiable information about victims. Additionally, personal identifiable information about the survivor will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the survivor (for example, publicly available record-keeping for purposes of the Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a) (20)). The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Campus Safety Act. Furthermore, if a Timely Warning Notice is used based on a report of domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Further, UNT Health will maintain as confidential, any accommodations or protective measures provided to the survivor to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. To allow students to report sexual assault without fear of recrimination, the university grants amnesty to employees and students for conduct violations (e.g., underage drinking or illegal drug use) if the individual witnesses or is victimized by a sexual assault incident that occurred in connection with a violation of the Student Code of Conduct and Civility.

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, UNT Health will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement. These resources include the following:

On Campus Support Resources

Survivor Advocate (non-confidential)

Student Service Center 204; 817-735-2740; careteam@unthsc.edu; <https://www.unthsc.edu/care-and-civility>

A survivor advocate connects students who have been impacted by violence to resources (e.g., counseling, health, safety, academics, etc.) and acts as their advocate. The advocate can assist a student by assisting with filing protective orders, completing crime victim's compensation applications, contacting professors for absences related to an assault, and connecting students to the many other resources that are available, both on and off campus.

Respondent Advocate (non-confidential)

Student Service Center 204; 817-735-2740; careteam@unthsc.edu; <https://www.unthsc.edu/care-and-civility>

A respondent advocate connects students with resources and support when they may need assistance navigating the Title IX process.

Division of Student Affairs

Student Service Center, suite 220; 817-735-2505

<https://www.unthsc.edu/students/dsa>

The Division of Student Affairs investigates prohibited conduct by students, takes interim and remedial actions to prevent misconduct or retaliation, and sanctions students found responsible for engaging in prohibited conduct.

Title IX Coordinator

Student Service Center Building room 106; 972-338-1125;

titleix@unthsc.edu ; <https://www.unthsc.edu/title-ix/> ; <https://www.unthsc.edu/titleixreportingform>

The Title IX Coordinator investigates prohibited conduct by students and towards students in relation to Title IX. The Title IX Coordinator also takes interim and remedial actions to prevent misconduct and retaliation. The Title IX Coordinator is the employee designated by the President to implement, monitor, and enforce UNT Health's Title IX program.

UNT Health Police Department

3600 Mattison Avenue, Fort Worth, TX 76107; (817) 735-2600

<https://www.unthsc.edu/police/>

The UNT Health Police Department is the law enforcement agency responsible for protecting the UNT Health campus and investigating crimes that take place on campus.

TimelyCare Telehealth Services (confidential) www.timelycare.com/unthealth

TimelyCare is a confidential, voluntary counseling and resource referral service and is provided free of charge to students for issues such as anxiety/stress/depression; anger management; drug or alcohol abuse; relationships and parenting; balance life/school/work; and psychiatric care.

International Services (Visa and Immigration Assistance)

<https://www.unthsc.edu/students/international-student-and-scholar-services/>

Student Service Center, Suite 220, (817) 735-2780

Student Financial Aid

Student Service Center, Suite 150, (817) 735-2626

UNT Health Student Health Clinic

3430 Camp Bowie Blvd. 1st Floor, Fort Worth, TX 76107; (817) 735-5051; StudentHealth@unthsc.edu

<https://www.unthsc.edu/students/student-health/>

The UNT Health Student Health Clinic provides medical care (primary care, psychiatry, and counseling) to students. The UNT Health Student Health Clinic can assist survivors with post-assault care, treatment of injuries, testing and treatment of sexual transmitted infections, testing for pregnancy, and referrals to community health resources as needed.

UNT System Office of Equal Opportunity

hurs.eo@untsystem.edu; 855-878-7650 (Option 8) <https://hr.untsystem.edu/office-of-eo/index.php>

The Office of Equal Opportunity works with UNT Health Campus Human Resources to address prohibited conduct by employees. They also provide assistance and support to employees who experience prohibited conduct.

Employee Assistance Program (confidential) 855-784-1806 or <http://guidanceresources.com> (Web ID: UNTS)

The UNT System Employee Assistance Program provides the following services at no-cost to employees: counselors, resources, and legal assistance through confidential emotional support, work-life solutions, legal guidance, financial resources, critical incident stress management, and online support.

UNT Health Clinical Practice Group Priority Care Clinic

3430 Camp Bowie Blvd. 1st Floor, Fort Worth, TX 76017; (817)-735-2273

The UNT Health Clinical Practice Group Priority Care Clinic provides same and next day healthcare to employees and their families.

Community Resources

Domestic Violence Against Women and Children	(877) 701-SAFE (7233)
MHMR of Tarrant County	(817) 569-4300 or (817) 335-3022
One Safe Place	(817) 885-7774 or (817) 916-4323 https://www.onesafeplace.org/
Rape Crisis and Victim Services - Fort Worth	(817) 927-2737 or (817) 927-4039
Rape Crisis and Victim Services - Dallas	(214) 590-0430
Rape Crisis and Victim Services - Denton	(940) 382-7273
Safe Haven of Tarrant County	(817) 535-6462
Stalking Prevention, Awareness, & Resource Center	https://www.stalkingawareness.org/
Student Support Program (confidential counseling)	(866) 743-7732
Women's Center Counseling Services	(817) 927-4000 or (817) 927-4040

Other Resources

Rape, Abuse, and Incest National Network: <http://www.rainn.org>

U.S. Department of Justice: <https://www.justice.gov/ovw/sexual-assault>

U.S. Department of Education, Office of Civil Rights: <http://ed.gov/about/offices/list/ocr>

Protecting Minors on Campus

There are occasions when minors (children under the age of 18) are on campus as visitors, volunteers or as participants in a program. The Minor(s) on Health Science Center Property Policy (UNT Health Policy 2.110) requires criminal background screening for individuals participating in campus programs involving minors. Texas State Law requires anyone who suspects child abuse or neglect to report those suspicions to the Texas Department of Family and Protective Services (DFPS) or to a local law enforcement agency, including UNT Health PD. UNT Health notifies all students, faculty, and staff to be aware of their obligation to report suspected abuse if they have seen or have reason to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect by any person. This obligation applies to ALL members of the University community, including faculty, administrators, staff, and even students. In addition, there are special reporting obligations for certain employees defined as "professionals." Professionals, including "teachers, nurses, doctors, day care employees, and employees of a clinic or health care facility that provides reproductive services," have a special duty to make a report not later than 48 hours after suspecting that a child has been or may be abused or neglected or a victim of indecency with a child. A "child" is a person under 18 years of age. As part of campus awareness about Child Abuse, UNT Health informs the campus community through online employee training, in person presentations to students, and periodic campus emails of the following:

1. Any person who has questions about whether they should report suspicions of child abuse, may (but are not required to) contact the Institutional Compliance Office or Student Affairs Office, as appropriate.

2. Reports of suspected child abuse shall immediately be made to either:
 - a. Local or state law enforcement, including the UNT Health Police Department at (817) 735-2600; or
 - b. The Department of Family and Protective Services (CPS) at (800) 252-5400 or online at www.txabusehotline.org
3. These reports should try to identify, if known, the name and address of the child, the name and address of the person responsible for the care, custody, or welfare of the child; and any other pertinent information.
4. Any person who acts in good faith to report suspected child abuse is immune from civil or criminal liability. Failure to report may be a misdemeanor when a person has cause to believe a child's physical or mental health or welfare has been or may be adversely affected by abuse or neglect. Any person who knowingly fails to report suspected child abuse or neglect commits a Class A misdemeanor which is punishable by up to 1 year in jail and/or a fine of up to \$4,000.

(Tex. Family Code §§ 261.101-109)

Alcohol and Drugs

It is the policy of the UNT Health to promote a safe, healthy, and productive learning and working environment free from the influences of drugs and alcohol. As a health science center, UNT Health is responsible for the management of public health and well-being. UNT Health must set an example to ensure the safety, health, and welfare of its employees, students, and the citizens which it serves, by taking the appropriate steps for maintaining a drug-free workplace as mandated by State and Federal governments.

The abuse of alcohol and other drugs by members of the University community is incompatible with the goals of our academic institution and UNT Health has policies in place addressing both. UNT Health policies prohibit and UNT Health PD enforce laws regarding the unlawful distribution, possession, use, or illegal sale of alcoholic beverages, controlled substances, and illegal drugs on campus.

UNT Health is concerned with the academic success of students and offering a safe work environment to faculty and staff members. Substance abuse programs have been developed at UNT Health in order to ensure alcohol and other drugs do not interfere with the goals of the student or staff/faculty member. These programs offered at UNT Health are designed to:

- Publish and enforce policies for employees and students to promote an educational environment free from the abuse of alcohol, illicit or other drugs;
- Educate the campus community about the health risks associated with the abuse of alcohol and other drugs;
- Provide confidential, effective assistance to students and employees who seek help for substance abuse problems; and
- Create a campus environment that promotes and reinforces healthy lifestyles and responsible decision making.

Drug Free Workplace

Drug Free Workplace (Grantees Other Than Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 34 CFR Part 84, Subpart F, for grantees, as defined at 34 CFR Part 84, Sections 84.605, and 84.610, the institution certifies that it will or will continue to provide a drug-free workplace by:

- A. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- B. Establishing an on-going drug-free awareness program to inform employees about:
 - a. The dangers of drug abuse in the workplace;
 - b. The institution's policy of maintaining a drug-free workplace;
 - c. Any available drug counseling, rehabilitation, and employee assistance programs and the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
- C. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);
- D. Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will:
 - a. Abide by the terms of the statement, and

- b. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than 5 calendar days after such conviction;
- E. Notifying the agency, in writing, within 10 calendar days after receiving notice under this subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to: Director, Grants and Contracts Service, U.S. Department of Education, 400 Maryland Avenue, S. W. (Room 3124, GSA Regional Office Building No. 3), Washington, D.C. 20202-5140. Notice shall include the identification number(s) of each affected grant;
- F. Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted:
 - a. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1972, as amended; or
 - b. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency;
- G. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

Drug Free Workplace (Grantees Who Are Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 34 CFR Part 84, Subpart F, for grantees, as defined at 34 CFR Part 84, Sections 84.605, and 84.610:

1. As a condition of the grant, the Institution certifies that it will not engage in the unlawful manufacture, distribution, possession, or use of a controlled substance in conducting any activity with the grant; and
2. If any officer or owner of the Institution is convicted of a criminal drug offense resulting from a violation occurring during the conduct of any grant activity, the Institution will report the conviction, in writing, within 10 calendar days of the conviction to: Director, Grants and Service, U.S. Department of Education, 400 Maryland Avenue, S.W. (Room 3124, GSA Regional Office Building No. 3), Washington, D.C. 20202-5140. Notice shall include the identification number(s) of each affected grant.

Alcohol Policies

UNT Health policies prohibit and UNT Health PD enforce laws regarding the illegal possession, use, and illegal sale of alcoholic beverages and enforces Texas underage drinking laws. The legal drinking age in Texas is 21. The University has established specific policies for drinking on campus:

- Individuals under 21 may not use, sell, or possess alcoholic beverages in or on any property under the control or jurisdiction of UNT Health.
- Alcoholic beverages may not be served, consumed, sold, or possessed by persons of legal drinking age in or on any property under the control or jurisdiction of the University except at specific locations, times, and under conditions designated by the University.
- Employees may not use, sell, or possess alcoholic beverages while on active duty and are prohibited from working while intoxicated.

In regard to alcohol, the Student Code of Conduct & Civility (UNT Health Policy 7.105) states that grounds for disciplinary action could occur when there is conduct that adversely affects the UNT Health community, including public intoxication; driving under the influence; driving while intoxicated; and use, possession, illegal sale, or distribution of alcoholic beverages, except as expressly permitted by law and UNT Health policy. The Drug-Free Workplace Policy (UNT Health Policy 5.508) states that “the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance and the abuse of alcohol in the workplace is expressly prohibited.”

Drugs and Inhalants

Students and employees may not use, possess, sell, manufacture, or distribute illegal drugs, inhalants, or controlled substances (narcotics or dangerous drugs), be in possession of drug paraphernalia, or misuse any legal drug or other substance in or on University owned or controlled property or as a part of any University sponsored activity. UNT Health PD enforces both federal and Texas state laws pertaining to the illegal possession, use and sale of illicit drugs.

Employees are prohibited from the unlawful possession, use, sale, or distribution of illegal drugs on all UNT Health property and as part of any official UNT Health activity under the UNT Health Drug Free Workplace Policy (05.508). The Student Code of Conduct & Civility outlines the University's policies for students relating to drugs and the process used to resolve alleged violations of those policies.

Penalties

Students: Penalties that may be imposed for conduct related to the unlawful use, possession, or distribution of drugs or alcohol are: probation, payment for damage to or misappropriation of property, loss of rights or privileges, suspension for a specified period of time, expulsion, or such other penalty as may be deemed appropriate under the circumstances. Students are advised that cumulative offenses will be cause for more serious consequences, including but not limited to suspension or expulsion.

Employees: The unlawful manufacturing, distribution, dispensing, possession or use of a controlled substance and the abuse of alcohol in the workplace is expressly prohibited. Penalties for violations of UNT Health policies range from mandatory participation in a drug abuse assistance or rehabilitation program to dismissal.

Information regarding alcohol and drug violations can be found in the following policies: Drug Free Workplace (05.508), Drug and Alcohol Testing (05.509), and Performance Counseling and Discipline (05.108).

The possession, consumption, sale, or use of alcohol and drugs on University premises (except as authorized by the University) is defined as a major violation of UNT Health's policy, Performance Counseling and Discipline (05.108) and is prohibited.

Individual students, employees, and organizations violating University policies or engaging in conduct that is prohibited by state, federal, or local law are subject to discipline under the provisions of policies stated in the UNT Health Student Code of Conduct & Civility (UNT Health Policy 7.105) and other UNT Health policies, as applicable. In addition, University officials may refer any evidence of illegal activities to the proper local, state, or federal authorities for review and potential prosecution.

Penalties Under Federal Law

Federal law prohibits the manufacture, distribution, dispensing, or possession with intent to manufacture, distribute, or dispense, a controlled substance. The following summarizes selected provisions of federal laws which provide criminal and civil penalties for unlawful possession or distribution of drugs. See the following document for more information: <https://www.dea.gov/sites/default/files/2024-12/2024-Drugs-of-Abuse-508.pdf>

Federal Penalties and Sanctions for Illegal Possession of Controlled Substances

21 U.S.C. 844(a) Simple Possession: 1st Conviction: Up to one-year imprisonment, or fined at least

\$1,000, or both. After one prior drug conviction: At least 15 days in prison, not to exceed 2 years; or fined at least \$2,500; or both. After two or more prior drug convictions: At least 90 days in prison, not to exceed 3 years; or fined at least \$5,000; or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 40 years; or fined no more than \$5 million or both, if: 1st conviction and the amount of crack possessed exceeds 28 grams; 2nd crack conviction and the amount of crack possessed exceeds 28 grams not less than 10 years and a fine of not more than \$8 million.

Special sentencing provisions for possession of flunitrazepam: Imprisonment for not more than 5 years; fines not more than \$250,000 if 1st conviction and the amount is less than 1 gram; and upon conviction, a person who violates this subsection shall be fined the reasonable costs of the investigation and prosecution of the offense.

21 U.S.C. 881(a)(4) Criminal Forfeiture: Forfeiture of vehicles, boats, aircraft or any other conveyance which are used, or are intended for use, to transport, or in any manner to facilitate the transportation, sale, receipt, possession, or concealment of a controlled substance or the raw materials, products, or equipment used to manufacture the controlled substance.

21 U.S.C. 844a Civil Penalty for Possession of Small Amount of Certain Controlled Substances: Any individual who knowingly possesses a controlled substance that is a personal use amount shall be liable for a fine up to \$10,000.

21 U.S.C. 862 Denial of Benefits: Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses for possession of controlled substances. Increased penalties apply if convicted for drug trafficking.

Note: These are only federal penalties and sanctions. Additional local penalties and sanctions may apply.

Federal Trafficking Penalties: Updated information about federal drug trafficking penalties for most drugs can be found at the following website: <https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf>

Information about federal drug trafficking penalties for marijuana, hashish, and hash oil can be found on the same website.

The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$8 million if an individual and \$20 million if other than an individual.

Health Risks Associated with the Use of Drugs and Alcohol

Specific serious health risks are associated with the use of alcohol and illicit drugs. Some of the major risks are listed below.

Alcohol and Other Depressants (barbiturates, sedatives, and tranquilizers)

Addiction, accidents as a result of impaired ability and judgments, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, heart, and liver damage.

Marijuana

Impaired short-term memory, thinking, and physical coordination. Can cause panic reactions and increase the risk of lung cancer and emphysema. Can interfere with judgment, attention span, concentration, and overall

intellectual performance. Impairs driving ability. May cause psychological dependence and compromise the immune system.

Cocaine

Addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

Nicotine

Tobacco smoke contains thousands of chemical compounds, many of which are known to cause cancer. Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production, metabolism and compromises the immune system. People can rapidly become physically and psychologically dependent on tobacco.

Inhalants

Inhalants are a diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled. Most inhalants are central nervous system depressants. The use of these drugs slows down many body functions. High doses can cause severe breathing failure and sudden death. Chronic abuse of some of these chemicals can lead to irreversible liver damage and other health problems.

Heroin and Other Opiates

These drugs usually are taken intravenously. "Designer" drugs similar to opiates include fentanyl, Demerol and "China White." Addiction and dependence 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 and vomiting, and muscle and joint pains.

Prescription Drug Abuse

Adverse reactions, dependency, withdrawal, and overdose.

Alcohol and Drug Counseling and Treatment Resources

Every student and staff member should read and become familiar with the policies on alcohol and other drugs. Students, faculty, and staff can access all UNT Health policies and all student policies at <https://app.unthsc.edu/policies>.

Telehealth Mental Health Services for Students - Professional counseling and psychiatric care for UNT Health students is available through TimelyCare. TimelyCare provides comprehensive support for a wide range of concerns, including anxiety, stress, depression, anger management, drug or alcohol abuse, abusive relationships, and home/life/school/work balance. TimelyCare is twenty-four hour/seven days a week phone and on-line service available to students at www.timelycare.com/unthealth or through the **TimelyCare app**.

Employee Assistance Program (EAP) The EAP is designed to aid employees in managing daily responsibilities, life events, work stresses or issues affecting quality of life. Confidential services are provided at no cost to employees and their benefits eligible dependents including assessments, referrals, and short-term problem resolution, by calling a toll-free number of available 24 hours a day, 7 days a week at (855) 784-1806.

In addition to the toll-free number, the EAP has established Guidance Resources Online, an online database housing over 1500 tip sheets, resources, interactive tools, prevention guides and self-assessments geared towards assisting employees with various work and personal issues, with substance abuse and treatments as one of the primary areas of focus.

Solution-focused counseling is short-term in nature and focuses on solutions rather than problems. Counselors work with the client to develop an action plan and can help employees and their families with challenges that may affect their personal lives, relationships, job performance, and work behavior. Referrals to external resources are also provided to employees and their family members if issues expand beyond the scope of EAP.

The EAP offers trainings geared towards addressing the topic of substance abuse. The course, "Addiction Resource Guide" is designed to increase employees' knowledge of the problems associated with alcohol and drug abuse in the workplace, as well as to assist in identifying the signs and symptoms of substance abuse.

Employees of UNT Health with health insurance benefits may have coverage for assistance with drug or alcohol related problems and should check with the health insurance provider for the specifics, if any, included in their policy.

Drug-Free Schools and Communities Act (DFSCA) is intended to combat substance abuse on college campuses through methods of punishment, rehabilitation, and prevention. This act requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program, and this report can be found at <https://www.unthsc.edu/students/wp-content/uploads/sites/26/DAAPP-2024-Biennial-Report.pdf>.

Drug and Alcohol Abuse Prevention

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) of 1989 requires institutions of higher education to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of its activities. At a minimum, each institution of higher education must annually distribute the following to all students and employees:

- A written statement about its standards of conduct that prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A written description of the legal sanctions imposed under university, local, state, and federal laws for the unlawful possession or distribution of illicit drugs and alcohol;
- A written description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A written description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A statement that the institution of higher education will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of standards of conduct.

The law further requires that institutions conduct a biennial review of its program with the following objectives:

- Assess the effectiveness of the drug and alcohol abuse prevention programs;
- Evaluate the consistency of sanctions imposed for violations of its disciplinary standards and codes of conduct related to drugs and alcohol;
- Identify areas requiring improvement or modification; and
- Produce a report of biennial review findings.

Penalties Under Texas Law

Manufacture or delivery of controlled substances (drugs): Minimum jail term up to 2 years and a fine up to \$10,000; Maximum imprisonment for life and a fine up to \$250,000

Possession of controlled substances (drugs): Minimum jail term not more than 180 days and a fine up to \$2,000 or both; Maximum imprisonment for life and a fine up to \$250,000

Delivery of marijuana: Minimum jail term not more than 180 days and a fine up to \$2,000 or both; Maximum imprisonment for life and a fine up to \$100,000

Possession of marijuana: Minimum jail term not more than 180 days and a fine up to \$2,000 or both; Maximum imprisonment for life and a fine up to \$50,000

Driving while intoxicated (includes intoxication from alcohol, drugs, or both): Minimum license suspension of at least 60 days; Maximum jail term not more than 180 days and a fine up to \$2,000 or imprisonment up to 10 years and a fine up to \$10,000

Public intoxication: Minimum fine not to exceed \$500; Maximum varies with age and number of offenses

Purchase of alcohol by a minor: Minimum fine not to exceed \$500; Maximum varies with number of offenses or at least 8 hours of community service and 30-day license suspension

Consumption or possession of alcohol by a minor: Minimum fine not to exceed \$500; Maximum varies with number of offenses or at least 8 hours of community service and 30-day license suspension; Mandatory Alcohol-Awareness classes

Providing alcohol to a minor: Minimum fine not to exceed \$4,000 or confinement in jail for not more than one year, or both; if binge drinking involved, driver's license suspension for 180 days, 20-40 hours of community service, and alcohol awareness classes

University Resources

Care Team	817-735-2505	careteam@unthsc.edu
Division of Student Affairs	817-735-2505	studaffr@unthsc.edu
Title IX Coordinator	972-338-1125	titleix@unthsc.edu
UNT Health Student Health Clinic	817-735-5051	studenthealth@unthsc.edu
TimelyCare	Timelycare.com/unthealth	
UNT Health Human Resources	817-735-2690	hsc.hr@untsystem.edu
Employee Assistance Program	855-784-1806	

Hazing

It is the policy of UNT Health to promote a safe, healthy, and productive learning and working environment free from hazing. UNT Health is responsible taking the appropriate steps for maintaining a hazing-free environment as mandated by State and Federal governments.

Hazing by members of the University community is incompatible with the goals of our academic institution, and UNT Health has policies in place addressing hazing. UNT Health policies prohibit and UNT Health PD enforce laws regarding hazing. Incidents of hazing may also be referred to the Division of Student Affairs for university disciplinary action.

UNT Health is focused on the academic success of students, and hazing stands contrary to this goal. Anti-hazing programs have been developed at UNT Health to prevent occurrences of hazing. These programs offered at UNT Health are designed to:

- Publish and enforce policies for employees and students to promote an educational environment free from hazing;
- Educate the campus community about the risks and dangers associated with hazing;
- Provide effective assistance to students who have been the victim of hazing; and
- Create a campus environment that promotes and reinforces respect for individuals and responsible decision making.

Related University Policies

UNT Health prohibits hazing. University policies define these terms and explain how UNT Health addresses these issues when they are reported to a university official.

The following University policies (<https://app.unthsc.edu/policies>) address these issues:

- Campus and Workplace Violence (UNT Health Policy 5.107)
- Student Code of Conduct and Civility (UNT Health Policy 7.105)
- Hazing (UNT Health Policy 7.107)

UNT Health's Procedures for Reporting Hazing

Reporting Options. Reports can be made via the following options:

- 1) In-person or virtual appointment.
 - a) Division of Student Affairs; Email: studaffr@unthsc.edu, Student Service Center 220
 - b) UNT Health PD (in-person); 3600 Mattison Ave., Fort Worth, TX 76107
- 2) Online/Anonymous
 - a) Student Organization Misconduct form, available at <https://www.unthsc.edu/reporthazing>.
 - b) Person of Concern Reporting form, available at <https://www.unthsc.edu/personofconcern>.
 - c) Anonymous reports can be made via UNT Health Trust Line at: www.unthsc.edu/letstalk or (844) 692-6025.
- 3) By phone
 - a. UNT Health PD; 817-735-2600

A person who believes that they have been subjected to hazing or a person who has knowledge of hazing activities must report the incident(s) to the Division of Student Affairs, UNT Health Police Department, or other appropriate university official. All university officials must promptly report hazing to the Division of Student Affairs or UNT Health Police Department. While verbal reports of hazing incidents will be received and responded to as appropriate, UNT Health strongly recommends reports of violations submitted in writing. The written complaint should identify the parties involved; describe the policy violation, including when and where it occurred; and identify by name or description any witnesses and/or evidence. Written complaints will be treated as confidentially as practical and shared only on a need-to-know basis.

UNT Health's Process for Investigating Hazing

All allegations of hazing are directed to a student conduct officer (SCO) in the Office of Care and Civility. The SCO will make a preliminary determination as to whether the conduct reported, if taken as true, would constitute a violation of policy. Further, the SCO will determine if there is sufficient information to pursue disciplinary action against either or both the student organization or individual student(s) involved. If the SCO determines that the allegations, if taken as true, would constitute a violation of policy, the SCO will initiate the conduct process, which includes an investigation. Investigations into allegations of hazing may include but are not limited to:

- 1) Meeting with officer(s) and members of the accused student organization, including potential new members,
- 2) Requesting documents from the student organization,
- 3) Reviewing organizational records,
- 4) Reviewing information received by off-campus persons or organizations, including law enforcement,
- 5) Reviewing information received by an academic or administrative unit, and
- 6) Calling witnesses.

At the conclusion of the investigation, the SCO will use the preponderance of evidence standard to determine whether or not there is sufficient evidence to find a student organization responsible for hazing. In the event that an organization is found responsible for hazing, the SCO will also assign disciplinary action(s) as appropriate, following the process outlined in the Student Code of Conduct and Civility (UNT Health Policy 7.105).

In cases where a student organization is the accused party, the president of the student organization shall represent the accused student organization in the conduct process. In cases where an individual student is the accused party, that student is expected to participate in the conduct process.

Criminal Conduct

The State of Texas criminalizes hazing. Law enforcement can investigate a reported crime. The following definition are taken from the Texas Education Code:

- 1) "Hazing" means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization if the act:
 - a. is any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;
 - b. involves sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
 - c. involves the consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance, other than as described by Paragraph (e), that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;

- d. is any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code; or
- e. involves coercing, as defined by Section 1.07, Penal Code, the student to consume:
 - i. a drug; or
 - ii. an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the student is intoxicated, as defined by Section 49.01, Penal Code.

The State of Texas considers both personal hazing offenses and organization hazing offenses. In the case of a personal hazing offense:

- a. A person commits an offense if the person
 - 1. engages in hazing;
 - 2. solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing;
 - 3. recklessly permits hazing to occur; or
 - 4. has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution, or has firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report that knowledge to the dean of students or other appropriate official of the institution, a peace officer, or a law enforcement agency.
- b. The offense of failing to report is a Class B misdemeanor.
- c. Any other offense under this section that does not cause serious bodily injury to another is a Class B misdemeanor.
- d. Any other offense under this section is a Class A misdemeanor.
- e. Any other offense under this section that causes the death of another is a state jail felony.
- f. Except if an offense causes the death of a student, in sentencing a person convicted of an offense under this section, the court may require the person to perform community service, subject to the same conditions imposed on a person placed on community supervision under Chapter 42A, Code of Criminal Procedure, for an appropriate period of time in lieu of confinement in county jail or in lieu of a part of the time the person is sentenced to confinement in county jail.

In the case of an organization hazing offense:

- a. An organization commits an offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing.
- b. An offense under this section is a misdemeanor punishable by:
 - 1. a fine of not less than \$5,000 nor more than \$10,000; or
 - 2. if the court finds that the offense caused personal injury, property damage, or other loss, a fine of not less than \$5,000 nor more than double the amount lost or expenses incurred because of the injury, damage, or loss.

Hazing Education and Prevention Programs

All students and employees within our campus community deserve to feel safe and supported. UNT Health prohibits hazing and works year-round to provide the community with education, tools, and resources to recognize concerning or harmful behaviors and strategies for intervening or to help others get the support they need. As a part of these efforts, UNT Health provides primary prevention and awareness campaigns for all students and employees. UNT Health engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to stop hazing. UNT Health considers our own unique campus when designing these programs, to ensure they:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, institutional, community, and societal levels so that we can address actual issues that may influence how or if hazing is occurring within our own community and how the programs can meet our collective needs.

You will notice some common themes throughout our programs. All the programs will reinforce that hazing is unacceptable (and prohibited) within our campus community. This section provides an overview of education and prevention programs.

Programs are designed to be offered in a variety of settings, including virtual, live, pre-recorded, and informational based formats. This method of programming proved to be successful for engaging the entire UNT Health campus population. As a result, programming reflects a hybrid nature of in-person and online.

Primary prevention programs are defined as programming, initiatives, and strategies intended to stop hazing before it occurs through the promotion of positive and healthy behaviors that foster mutually respectful relationships, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. Primary prevention programs at UNT Health include New Student Orientation and New Employee Orientation. Primary prevention programs include:

- Required annual training for students to understand, identify, and report hazing at UNT Health
- Required annual training for all executive officers (president, vice president, secretary, and treasurer) of student organizations that covers identification of hazing, warning signs of hazing, bystander intervention importance and strategies, and alternatives to hazing to build healthy groups and teams.
- Required annual training for all student organization advisors (faculty or staff) that covers identification of hazing, warning signs of hazing, bystander intervention importance and strategies, and alternatives to hazing to build healthy groups and teams.

Awareness programs are defined as community-wide (anyone can access) or audience-specific (targeted towards a certain segment of our community or students or employees specifically) programming, initiatives and strategies that increase audience knowledge, and share information and resources to prevent hazing. Our awareness programs may address primary prevention specifically but may also raise knowledge about hazing and its impact on the campus community. Awareness programs include:

- Required annual training for all students to understand, identify and report hazing at UNT Health
- Participation in Hazing Prevention Week, held annually each fall. This includes additional content disseminated via the Daily News, tabling events, printed materials, and social media posts related to hazing identification, hazing prevention, reporting, bystander intervention, and hazing alternatives to build healthy groups and teams.

Ongoing prevention and awareness campaigns are programming, initiatives and strategies that are sustained over time and that focus on increasing the understanding of topics relevant to hazing. They also promote awareness of the services and programming that UNT Health has available to address these issues. Ongoing prevention and awareness campaigns at UNT Health include:

- Communication strategies such as social media posts, emails, printed materials, and tabletop information in various academic buildings;
- Programming coordinated with and delivered to individual groups on campus, as requested; and
- Information booths at student resource fairs and other campus events.

Crime Reporting

Definitions Used in Collection of Crime Statistics

Clery Crimes include aggravated assault; arson; burglary; dating violence; domestic violence; drug abuse violations; hazing; liquor law violations; motor vehicle theft; murder and non-negligent manslaughter; negligent manslaughter; robbery; stalking; sex offenses; hate crimes; and weapons (carrying, possessing, etc.)

- **Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Assault, Aggravated:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Assault, Simple:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor 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. Simple assault is only evaluated in their context as a hate crime.
- **Burglary:** The unlawful entry of a structure to commit a felony or a theft.
- **Campus Security Authority:** “CSA” means an individual with responsibility for campus safety and security. This includes campus police, individuals who are responsible for monitoring buildings or university grounds or with similar security responsibilities who are not part of campus police; individuals or organizations who are specifically identified to receive reports of criminal offenses; and university officials with significant responsibility for student and campus activities, including but not limited to student discipline and campus judicial proceedings. If such an official is a pastoral or professional counselor, the official is not considered a CSA when acting as a pastoral or professional counselor.
- **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 with consideration of the length of the relationship; type of relationship; and the frequency of interaction between the persons involved in the relationship. Includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- **Destruction/Damage/Vandalism of Property:** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it. Destruction/damage/vandalism of property is only evaluated in their context as a hate crime.
- **Domestic Violence:** A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with, the victim as a spouse or intimate partner; 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 by any 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.
- **Drug Abuse 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. Arrest for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

- **Fondling:** Touching of private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or mental capacity.
- **Hate Crimes:** A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.
- **Hazing:** Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:
 - is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Intimidation:** To unlawfully place 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. Intimidation is only evaluated in their context as a hate crime.
- **Larceny-Theft (Except Motor Vehicle Theft):** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included but embezzlement, confidence games, forgery, worthless checks, etc., are excluded. Larceny-theft is only evaluated in their context as a hate crime.
- **Liquor Law Violations:** The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
- **Manslaughter by Negligence:** The killing of another person through gross negligence.
- **Motor Vehicle Theft:** Theft or attempted theft of a motor vehicle.
- **Murder and Non-Negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.
- **Rape:** 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. Includes any gender or victim or perpetrator.
- **Robbery:** Taking, or attempting to take, anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

- **Sex Offenses:** Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
- **Sexual Assault:** The intentional or knowing penetration, no matter how slight, of the sex organ or anus with any body part or object, or oral sex, without the person's consent. May also be referred to as rape.
- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts which the stalker 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. A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.
- **Weapons Law Violations: (carrying, possessing, etc.):** 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.

For reports of hazing, **student organization** is defined as “an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.”

Hate Crimes include race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age, or illness.
- **Ethnicity:** A preformed negative opinion or attitude toward a group of persons whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often a shared religion) and/or ideology that stresses common ancestry.
- **Gender:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
- **Gender Identity:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender nonconforming individuals.
- **National Origin:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Race:** A preformed negative opinion or 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 or African Americans, whites.
- **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 actual or perceived sexual orientation.

Crimes evaluated for bias for inclusion in hate crime statistics: Murder and non-negligent manslaughter, sex offenses including rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property.

Definitions of Geography

- **Clery Geography:** Includes on campus, public property, and non-campus.
- **Non-campus Building or Property:** Any building or property owned or controlled by a student organization recognized by the University; and any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, UNT Health's educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the University.
- **On Campus:** Any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the University and used by the University in direct support of, or in a manner related to, the University's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the geographic area of the University that is owned by the University but controlled by another person, is frequently used by students, and supports institutional purposes.
- **Public Property:** All public property that is within the same reasonably contiguous geographic area of the University, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the University if the facility is used by the University in direct support of, or in a manner related to the University's educational purposes.

UNT Health's Crime Statistics 2022-2024

Offense (Criminal)	Year	On Campus	Non-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	1*	1
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0

	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	1	1
	2022	0	0	1	1
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	1	0	2
	2022	1	1	0	2
Motor Vehicle Theft	2024	1	1	0	2
	2023	1	0	0	1
	2022	2	2	0	4
	2022	2	2	0	4
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
	2022	0	0	0	0

*Although erroneous, the location of the murder was reported at an address within the geography of the UNT Health campus. However, the crime did not occur on UNT Health property and did not involve UNT Health faculty, staff, or students.

Offense (Arrests & Disciplinary Referrals)	Year	On Campus	Non- Campus	Public Property	Total
Arrests: Weapons Law	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Weapons Law	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	0	0	1
Arrests: Drug Law	2024	0	0	0	0
	2023	1	0	1	2
	2022	0	0	1	1
Disciplinary Referrals: Drug Law	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests: Liquor Law	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Liquor Law	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

Offense (VAWA)	Year	On Campus	Non-Campus	Public Property	Total
Domestic Violence	2024	0	0	0	0
	2023	0	1	0	1
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	1	0	0	1
	2023	3	0	0	3
	2022	0	0	0	0

*The chart includes statistics from outside law enforcement agencies.

**UNT Health does not have any on-campus housing facilities.

Hate Crimes: No hate crimes were reported for 2022, 2023, or 2024 within the Clery geography. The definitions for hate crime bias categories are listed on pages 78-79.

Unfounded Crimes: No unfounded crimes were reported for 2022 or 2023. There were four (4) unfounded crimes in 2024. Unfounded Crimes can only be determined by Law Enforcement.

UNT Health PD maintains a daily crime log, which contains information about crimes that are reported to UNT Health PD. The crime log is accessible online at <https://www.unthsc.edu/links/index.php/crime> or in person at UNT Health PD during normal business hours.

To request a copy of the Annual Security Report, please contact the Division of Student Affairs at (817) 735-2505, studaffr@unthsc.edu or at Student Service Center 220.

Student Consumer Information – UNT Health

The Higher Education Opportunity Act of 2008 (HEOA) requires that postsecondary institutions participating in federal student aid programs make certain disclosures to students. This information is disclosed to you as a student at UNT Health in compliance with federal law. For additional information, including requesting a paper copy of any materials, please visit <https://www.unthsc.edu/students/student-consumer-information/>

Division of Student Affairs

Physical Address: Student Service Center, Suite 220
Mailing Address: 1051 Haskell Avenue, Fort Worth, TX 76107
(817) 735-2505 (phone); (817) 735-0448 (fax)
<https://www.unthsc.edu/students/dsa>

UNT Health Police Department

3600 Mattison Drive, Fort Worth, TX 76107
(817) 735-2600 | <https://www.unthsc.edu/police>

Appendix A: Student Programming

UNT Health offered the following ongoing awareness and prevention programs for students in 2024:

Name of Program	Date(s)	Location	Prohibited Behavior Covered	Description
National Stalking Awareness Month 2024	1/4/2024 1/18/2024	Online	S	Flyer raising awareness for stalking by defining behaviors, explaining impact, and connecting students with reporting and support services.
Understanding Stalking – NSAM 2024	1/5/2024 1/19/2024	Online	S	Flyer highlighting stalking behaviors, safety planning, and how students can seek help and stay safe.
Stalking Awareness & Texas Law	1/8/2024 1/22/2024	Online	S	Flyer explaining stalking laws in Texas and guiding students to available campus reporting tools and protections.
Know Where to Find HSC's Title IX Office	1/10/2024 1/17/2024 1/24/2024	Online	S	Flyer directing students to the Title IX Office, emphasizing its role in addressing stalking and sexual misconduct.
National Day of Action – NSAM	1/18/2024	MET	S	Table with stalking awareness resources and bystander tips, aimed at empowering students to act safely and supportively.
Stalking Awareness	1/23/2024	MET	S	Partnered event with Title IX and HSC PD offering Q&A and resources to help students recognize and respond to stalking.
Domestic Violence Resources	2/7/2024 2/14/2024 2/21/2024 2/28/2024	Online	DV	Flyer providing students with access to campus and community resources supporting those impacted by domestic violence.
Know the Signs	2/8/2024 2/15/2024	Online	DV	Flyer outlining warning signs of abusive behaviors to help students identify and respond to unhealthy relationships.
How to Support Others	2/9/2024 2/16/2024 2/23/2024	Online	DV	Flyer sharing ways students can support peers in unhealthy relationships and encourage help-seeking.
Self-Care & Healthy Relationships	2/14/2024	EAD	DV	Event with Title IX exploring healthy versus unhealthy relationships and offering strategies for building safe connections.

SAAM Resources	4/5/2024 4/12/2024 4/19/2024 4/26/2024 4/29/2024	Online	SA	Flyer listing campus and community resources available to survivors of sexual assault.
Talking to a Loved One	4/3/2024 4/10/2024 4/17/2024 4/24/2024	Online	SA	Flyer guiding students on how to approach conversations with someone impacted by sexual assault.
Consent 101	4/4/2024 4/11/2024 4/18/2024 4/25/2024	Online	SA	Flyer explaining what consent is and is not, helping clarify boundaries and respect in relationships.
What is Denim Day?	4/22/2024 4/23/2024 4/24/2024	Online	SA	Flyer explaining the history and purpose of Denim Day in supporting survivors of sexual assault.
My Voice Has Power	04/04/2024	EAD 255	SA, S	Interactive tabling event with different resources and activities for advocating for survivors of sexual assault.
Building Healthy Relationships	04/10/2024	Instagram	DaV, DoV, SA, S	Instagram post providing signs and steps for building healthy and safe relationships.
Planting Seeds of Empowerment	4/11/2024	MET Lawn	SA	Interactive event focused on sexual assault myth-busting and informing students about Title IX reporting.
Change in Motion	4/17/2024	MET	DaV, DoV, SA	Alcohol Awareness Month event promoting safe decision-making and encouraging students to reflect on substance use behaviors.
Denim Day	4/24/2024	MET Lobby	SA	Event supporting survivors of sexual assault and connecting students to campus reporting resources.
RSO Student Leader Title IX Training	8/17/2024	MET	DaV, DoV, SA, S	Reporting obligations, TIX, Mandatory reporting, pregnancy and related conditions, and parenting. Available to students and advisors present.
3 D's of Bystander Intervention	9/05/2024	Instagram	DaV, DoV, S	An Instagram post providing steps for active bystander intervention.
Tacos and Safety Tips	09/12/2024	MET	DaV, DoV, SA	Tabling event with PD providing the campus community the opportunity to engage in a positive environment with PD and learn how they can maintain safe behaviors on campus.

Title IX Student Affairs Training	9/24/2024	Library	DaV, DoV, SA, S	Title IX, Mandatory Reporting, Pregnancy and related conditions, parenting
What is an Active Bystander?	9/5/2024 9/12/2024 9/19/2024 9/26/2024	Online	SA, DV, S	Flyer encouraging students to intervene safely when they witness harmful or concerning behavior.
Campus Safety Awareness Month	9/5/2024 9/12/2024 9/19/2024 9/26/2024 9/30/2024	Online	Campus Safety	Flyer campaign highlighting strategies and resources to help students stay safe on and around campus.
Domestic Violence Awareness Month	10/01/2024	Instagram	DV	Instagram post reminding the campus about DV resources and advocacy actions.
Crafting Confidence	10/2/2024	MET	DV	Art-based event engaging students in discussions about domestic violence and personal empowerment through advocacy.
CSL & OCC Resources Collaboration	10/15/2024 10/21/2024	EAD	DaV, DoV, SA, S	Discussed resources with Registered Student Organization leaders, including how to refer students of concern.
Catch the Light	10/16/2024	MET	DV	Creative healing activity using suncatcher art to connect students with domestic violence awareness and reflection.
Safe Party Tips	10/25/2024	Instagram	DaV, DoV	An Instagram post promoting safe party tips to encourage safe behaviors for Halloween weekend.

Appendix B: Employee Programming

UNT Health offered the following ongoing awareness and prevention programs for employees in 2024:

Name of Program	Date(s)	Location	Prohibited Behavior Covered	Description
National Stalking Awareness Month 2024	1/4/2024 1/18/2024	Online	S	Flyer raising awareness for stalking by defining behaviors, explaining impact, and connecting students with reporting and support services.
Understanding Stalking – NSAM 2024	1/5/2024 1/19/2024	Online	S	Flyer highlighting stalking behaviors, safety planning, and how students can seek help and stay safe.
Stalking Awareness & Texas Law	1/8/2024 1/22/2024	Online	S	Flyer explaining stalking laws in Texas and guiding students to available campus reporting tools and protections.
Know Where to Find HSC's Title IX Office	1/10/2024 1/17/2024 1/24/2024	Online	S	Flyer directing students to the Title IX Office, emphasizing its role in addressing stalking and sexual misconduct.
National Day of Action – NSAM	1/18/2024	MET	S	Table with stalking awareness resources and bystander tips, aimed at empowering students to act safely and supportively.
Stalking Awareness	1/23/2024	MET	S	Partnered event with Title IX and HSC PD offering Q&A and resources to help students recognize and respond to stalking.
Domestic Violence Resources	2/7/2024 2/14/2024 2/21/2024 2/28/2024	Online	DV	Flyer providing students with access to campus and community resources supporting those impacted by domestic violence.
Know the Signs	2/8/2024 2/15/2024	Online	DV	Flyer outlining warning signs of abusive behaviors to help students identify and respond to unhealthy relationships.
How to Support Others	2/9/2024 2/16/2024 2/23/2024	Online	DV	Flyer sharing ways students can support peers in unhealthy relationships and encourage help-seeking.

Self-Care & Healthy Relationships	2/14/2024	EAD	DV	Event with Title IX exploring healthy versus unhealthy relationships and offering strategies for building safe connections.
SAAM Resources	4/5/2024 4/12/2024 4/19/2024 4/26/2024 4/29/2024	Online	SA	Flyer listing campus and community resources available to survivors of sexual assault.
Talking to a Loved One	4/3/2024 4/10/2024 4/17/2024 4/24/2024	Online	SA	Flyer guiding students on how to approach conversations with someone impacted by sexual assault.
Consent 101	4/4/2024 4/11/2024 4/18/2024 4/25/2024	Online	SA	Flyer explaining what consent is and is not, helping clarify boundaries and respect in relationships.
What is Denim Day?	4/22/2024 4/23/2024 4/24/2024	Online	SA	Flyer explaining the history and purpose of Denim Day in supporting survivors of sexual assault.
My Voice Has Power	04/04/2024	EAD 255	SA, S	Interactive tabling event with different resources and activities for advocating for survivors of sexual assault.
Building Healthy Relationships	04/10/2024	Instagram	DaV, DoV, SA, S	Instagram post providing signs and steps for building healthy and safe relationships.
Planting Seeds of Empowerment	4/11/2024	MET Lawn	SA	Interactive event focused on sexual assault myth-busting and informing students about Title IX reporting.
Denim Day	4/24/2024	MET Lobby	SA	Event supporting survivors of sexual assault and connecting students to campus reporting resources.
HSC Clinical Directors and Clinical Coordinator Training	5/22/2024	On-Campus	DaV, DoV, SA, S	Title IX, Mandatory reporting, Pregnancy, Pregnancy Related Conditions and Parenting.
Title IX – College of Nursing Faculty Info Sessions Training	5/23/2024	On-Campus	DaV, DoV, SA, S	Title IX, Mandatory reporting, Pregnancy, Pregnancy Related Conditions and Parenting.
Title IX Training Workshop for Clinical	7/24/2024	On-Campus	DaV, DoV, SA, S	Title IX, Mandatory reporting, Pregnancy, Pregnancy Related Conditions and Parenting.

Coordinators and Directors				
Academy of Medical Educators Title IX Training	8/21/2024	On-Campus	DaV, DoV, SA, S	Title IX, Mandatory Reporting, Pregnancy and related conditions, parenting
3 D's of Bystander Intervention	9/05/2024	Instagram	DaV, DoV, S	An Instagram post providing steps for active bystander intervention.
Tacos and Safety Tips	09/12/2024	MET	DaV, DoV, SA	Tabling event with PD providing the campus community the opportunity to engage in a positive environment with PD and learn how they can maintain safe behaviors on campus.
Title IX Student Affairs Training	9/24/2024	Library	DaV, DoV, SA, S	Title IX, Mandatory Reporting, Pregnancy and related conditions, parenting
What is an Active Bystander?	9/5/2024 9/12/2024 9/19/2024 9/26/2024	Online	SA, DV, S	Flyer encouraging students to intervene safely when they witness harmful or concerning behavior.
Campus Safety Awareness Month	9/5/2024 9/12/2024 9/19/2024 9/26/2024 9/30/2024	Online	Campus Safety	Flyer campaign highlighting strategies and resources to help students stay safe on and around campus.
Domestic Violence Awareness Month	10/01/2024	Instagram	DV	Instagram post reminding the campus about DV resources and advocacy actions.
Crafting Confidence	10/2/2024	MET	DV	Art-based event engaging students in discussions about domestic violence and personal empowerment through advocacy.
Catch the Light	10/16/2024	MET	DV	Creative healing activity using suncatcher art to connect students with domestic violence awareness and reflection.
Safe Party Tips	10/25/2024	Instagram	DaV, DoV	An Instagram post promoting safe party tips to encourage safe behaviors for Halloween weekend.