

Title IX, sexual misconduct, and **you!**

YOU are a mandatory reporter. *What does that mean?*

Your duty

Under STCL Houston's Mandatory Reporting Policy, **ALL EMPLOYEES** are mandatory reporters. The primary purpose for sharing this information with the Institutional Compliance Office is to insure the impacted party receives information about rights and resources, and that the law school is able to respond appropriately to such incidents.

How to report

You may report by email (TitleIXCoordinator@stcl.edu), by phone (713-646-1825) or electronically by completing the Title IX Report form at: www.stcl.edu/titleix/submit-title-ix-report/. This form is also accessible using the "Submit a Title IX Report" link located in the footer of every law school webpage (www.stcl.edu). When reporting, you must identify yourself. If you are abroad, please provide information about best means of reaching you (e.g. to reach you by email or provide time-frame, to reach you at specified number).

What to report

When reporting behavior that includes bias incidents or possible discrimination or harassment, responsible employees must provide full details of the incident, if known, including name(s) of the impacted individual(s), alleged perpetrator(s), witnesses and any other relevant facts, including the date, time and specific location of the incident. It is also important to include information about resources offered and/or actions taken. If an individual requests confidentiality or requests that no further action be taken (by the law school or declines to pursue reporting to other authorities), please include that information.

Speaking with victims/witnesses

In speaking with a victim or witness, you cannot promise confidentiality, but it is important to emphasize desire to protect privacy (must share with those who need to know, only what they need to know). It can be helpful to advise that they may hear from the Institutional Compliance Office. You can also remind individuals they can make a report directly to the Office as well. In the moment, you might say: *I appreciate your willingness to share information with me, please know that I am here to help insure you get appropriate assistance. As you know, I may need to share information with appropriate offices, and we also respect the importance of your privacy. If you are comfortable speaking with me, let's be sure we are in a private space, or we can connect you with a confidential resource (e.g. local counseling, campus counseling, online resources).*

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The complete mandatory reporting policy and related Title IX Nondiscrimination & Anti-harassment Policy, as well as the link to report online, can be found at www.stcl.edu/title-ix. While off-campus or traveling on a law school related experience, Law School policies are applicable.

Law School Nondiscrimination Statement

South Texas College of Law Houston will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, religion, hearing status, personal appearance, color, sex, pregnancy, political affiliation, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, gender identity, gender expression, veteran or military status, domestic violence victim status, or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any resolution process on campus or within the Equal Employment Opportunity Commission or other human rights agencies.

As Responsible Employees, it is your duty to report to the Institutional Compliance Office when you have information about possible discrimination or harassment, including (but not limited to) incidents of sexual assault/gender based harassment. This allows us to insure those adversely impacted receive information about rights and resources, and may aid in identifying patterns of concern to inform prevention efforts and/or accountability. Not all reported incidents lead to a further action or disciplinary process, in some instances the reported information includes details of sufficient follow up (e.g. resources offered or utilized, or conflict resolution conversation completed).

Recognizing Behaviors

Harassing conduct may take various forms, including, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be physically threatening, harmful, or humiliating. Such harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Sex-based harassment includes sexual harassment and non-sexual harassment based on stereotypical notions of what is female/feminine vs. male/masculine or a failure to conform to those gender stereotypes. Bias incidents can include discrimination or expressions of disrespect motivated by bias or hate against actual or perceived protected identity (e.g. race, ethnicity, religion, national origin, gender, gender identity, sexual orientation, age, disability).

Sex or gender based misconduct may include sexual comments, jokes, gestures, unwanted touching, domestic/ dating violence, rape, sexual assault/battery, stalking, or other gender-based discrimination. If you become aware of sex/gender based misconduct, including sexual harassment or sexual violence, the reporting link above notifies the Institutional Compliance Office.

Disclosure of Sexual Violence

If an individual discloses recent experience of sexual violence (e.g. assault of any type), insure the individual is aware of a right to medical or mental health support, assistance from the law school (procedures, remedy), and/or option to report to law enforcement (and option to decline to do so). Validate the courage it takes to share such experience, avoid asking for details that are not necessary for immediate response.

Questions: Contact

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