



Angelo State University
Operating Policy and Procedure

OP 16.03: Sexual Harassment, Sexual Assault, Sexual Misconduct, and Title IX Policy and Complaint Procedure

DATE: July 12, 2017

PURPOSE: The purpose of this Operating Policy/Procedure is to provide information regarding the University's prevention and education efforts related to sex discrimination, sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, public indecency, Sexual Misconduct, interpersonal violence, and stalking. The policy provides students and employees with their rights and options and also explains how the University will proceed once it is made aware of allegations of prohibited conduct in keeping with the University's values and in order to meet the legal obligations of Title VII, Title IX, the Violence Against Women Act (VAWA), the Campus Sexual Violence Elimination Act (SaVE), Texas Education Code, Section 51.9363, and other applicable law.

REVIEW: This Operating Policy/Procedure (OP) will be reviewed in October of odd-numbered years by the managing director of the Texas Tech University Office of Equal Opportunity (EO), the Director of Title IX/ Title IX Coordinator, the Executive Director of Student Affairs, and the Director of Angelo State University Office of Human Resources with recommended revisions forwarded through the Senior Executive Assistant to the President and General Counsel to the President by December 1 of the same year. Any substantive changes to this policy must be approved by the Board of Regents.

POLICY/PROCEDURE

The University is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from sex discrimination of any kind. In accordance with Title VII, Title IX, the Violence Against Women Act (VAWA), the Campus Sexual Violence Elimination Act (SaVE), and other federal and state law, the University prohibits discrimination based on sex and other types of Sexual Misconduct. Sexual Misconduct is a broad term encompassing all forms of gender-based harassment or discrimination and unwelcome behavior of a sexual nature. The term includes sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, stalking, public indecency, interpersonal violence, sexual violence, and any other misconduct based on sex. Any acts that fall within the scope of this policy hereinafter are referred to as Sexual Misconduct.

While sexual orientation and gender identity are not explicitly protected categories under state or federal law, it is the University's policy not to discriminate in employment, admission, or use of programs, activities, facilities, or services on this basis. Discriminatory behavior is prohibited

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regardless of the manner in which it is exhibited, whether verbally, in writing, by actions, or electronically displayed or conveyed.

This policy applies to all University students and employees, visitors, applicants for admission to or employment with the University, as well as University affiliates and others conducting business on campus. This policy will apply to on-campus and off-campus conduct of which the University is made aware and which adversely impacts the educational and employment environments of the University. The University will take all reasonable steps to prevent recurrence of any Sexual Misconduct and remedy discriminatory effects on the Reporting Party and others, if appropriate.

All complaint investigations and procedures will be non-adversarial in nature and will be conducted in a prompt, fair, and impartial manner. Investigations conducted under this policy are not criminal investigations. For all complaints under this policy, the burden of proof shall be a preponderance of the evidence, which means more likely than not.

The University expects all members of the University Community to comply with the law. Members of the University Community who violate these policies and laws may be subject to disciplinary action, up to and including termination of employment, expulsion from the University, or being barred from University premises and events.

For complaints relating to any form of discrimination not covered by this policy, see OP 16.02: Non-Discrimination and Anti-Harassment Policy and Complaint Procedure for Violations of Employment and Other Laws.

1. Definitions

For purposes of this policy, the definitions below apply. However, some of these terms are also defined under state law. If a person would like to file criminal charges for any alleged violations of criminal law, the definitions provided in the links below may apply. Additionally, illustrative examples of some of these defined terms may be found at <http://www.angelo.edu/titleix>.

- a. **Consent** – Mutually understandable words or actions, actively communicated both knowingly and voluntarily, that clearly conveys permission for a specific activity.

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

Consent is also defined in the context of criminal sexual assault in the Texas Penal Code, Chapter 22, Section 22.011

(<http://www.statutes.legis.state.tx.us/Docs/PE/htm/PE.22.htm#22.011>).

- b. **Employee** – Any person who receives a W-2 or 1042-S from the University, including full and part-time faculty, staff, and students.
- c. **Incapacitation** – A state of being that prevents an individual from having capacity to give consent. For example, incapacitation could result from the use of drugs or alcohol, a person being asleep or unconscious, or because of an intellectual or other disability.

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

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

Domestic Violence is also defined in Texas Family Code, Chapter 71, Section 71.004 (<http://www.statutes.legis.state.tx.us/docs/FA/htm/FA.71.htm#71.004>).

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

Dating Violence is also defined in Texas Family Code, Chapter 71, Section 71.0021 (<http://www.statutes.legis.state.tx.us/docs/FA/htm/FA.71.htm#71.0021>).

- d. **Public Indecency** – Engaging in private or sexual acts in a publicly viewable location, such that it is offensive to accepted standards of decency including, but not limited to:
 - Exposing one’s genitals or private areas;
 - Public urination;
 - Defecation; and/or
 - Public sex acts.
- e. **Reporting Party** – A person or entity (in the case of the University) who submits a complaint alleging a violation of this policy.
- f. **Responding Party** – Generally, the Responding Party is the person who is alleged to be responsible for the prohibited conduct alleged in a complaint.
- g. **Responsible Employee** – A University employee who has the authority to take action to redress an alleged violation of this policy; who has been given the duty of reporting such allegations to the University Title IX Coordinator or whom an individual could reasonably believe has this authority or duty.

Responsible Employees include, but are not limited to:

- Administrators;
- Academic advisors;
- Coaches, and other athletic staff who interact directly with students;
- Faculty members, including professors, adjuncts, lecturers, instructors, and teaching assistants;
- Student services personnel;
- Graduate research assistants;
- Residence life or community advisors;
- Student organization advisors;
- All supervisory personnel;
- Human Resources personnel; and
- The Angelo State University Police Department.

h. **Sex Discrimination** – An act that deprives a member of the University Community of his or her rights of access to campuses and facilities and of participation in education, services, programs, operations, employment, benefits or opportunities with the University on the basis of the person’s sex.

i. **Sexual Misconduct** – A broad term encompassing all forms of gender-based harassment or discrimination and unwelcome behavior of a sexual nature. The term includes sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, stalking, public indecency, interpersonal violence, sexual violence, and other misconduct based on sex.

j. **Sexual Assault** – Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Sexual Assault includes non-consensual sexual contact and non-consensual sexual intercourse.

(1) **Non-Consensual Sexual Contact** – Intentional sexual touching, however slight, with any object or part of one’s body of another’s private areas without consent. Sexual Contact includes:

- Intentional contact with the breasts, buttock, groin, or genitals;
- Touching another with any of these body parts;
- Making another touch you or themselves with or on any of these body parts; or
- Any other intentional bodily contact in a sexual manner.

(2) **Non-Consensual Sexual Intercourse** – Sexual penetration or intercourse, however slight, with a penis, tongue, finger, or any object, and without consent. Penetration can be oral, anal, or vaginal.

The following offenses are examples of sexual assault: rape, incest, fondling, and statutory rape.

- **Rape** – The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Reporting Party.

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- **Incest** – Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Fondling** – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the Reporting Party, including instances where the Reporting Party is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity
- **Statutory Rape** – Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Sexual Assault is also defined in Texas Penal Code, Chapter 22, Section 22.011 (<http://www.statutes.legis.state.tx.us/Docs/PE/htm/PE.22.htm#22.011>).

- k. **Sexual Exploitation** – Taking nonconsensual or abusive sexual advantage of another for the benefit of oneself or a third party. Prohibited behavior includes, but is not limited to:
- Purposeful recording, distribution, or dissemination of sexual or intimate images or recordings of another person without that person’s full knowledge or consent;
 - Sexual voyeurism;
 - Inducing another to expose one’s genitals or private areas;
 - Prostituting another; or
 - Knowingly exposing someone to or transmitting a sexually transmitted disease.
- l. **Sexual Harassment** – Unwelcome verbal, written, or physical conduct of a sexual nature when:
- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of employment or education;
 - (2) Submission to or rejection of such conduct is used as a basis for decisions affecting employment or education; or
 - (3) Such conduct has the purpose or effect of interfering with the individual’s work or educational performance or of creating an intimidating, hostile, or offensive working or educational environment. To constitute an intimidating, hostile, or offensive working or educational environment, the complained of conduct must be either severe or pervasive.

Examples of inappropriate behavior that may constitute unlawful sexual harassment or Sexual Misconduct include, but are not limited to:

- Sexual teasing, jokes, remarks, or questions;
- Sexual looks and gestures;
- Sexual innuendoes or stories;
- Communicating in a manner with sexual overtones;
- Inappropriate comments about dress or physical appearance;
- Inappropriate discussion of private sexual behavior;
- Gifts, letters, calls, emails, online posts, or materials of a sexual nature;
- Sexually explicit visual material (calendars, posters, cards, software, internet, or other multimedia materials);
- Sexual favoritism;
- Pressure for dates or sexual favors;

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- Unwelcome physical contact (touching, patting, stroking, rubbing);
 - Non-consensual video or audio-taping of sexual activity;
 - Exposing one’s genitals or inducing another to expose his/her genitals;
 - Stalking;
 - Domestic or dating violence;
 - Non-consensual sexual intercourse, sexual assault, or rape; or
 - Other gender-based threats, discrimination, intimidation, hazing, bullying, stalking, or violence.
- m. **Stalking** – A course of conduct directed at a specific person that would cause a reasonable person to fear for his/her own safety or the safety of others or would cause that person to suffer substantial emotional distress. A “course of conduct” means two or more acts in which a person directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person’s property. “Reasonable person” means a reasonable person under similar circumstances and similarly situated to the Reporting Party. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Stalking is also defined in Texas Penal Code, Chapter 42, Section 42.072 (<http://www.statutes.legis.state.tx.us/SOTWDocs/PE/htm/PE.42.htm#42.072>).
- n. **University Community** – All faculty, staff, and students of and visitors to any University premises or University-affiliated activity.

For acts of gender/sex discrimination, such as denial of employment, wages, or benefits based on gender/sex, that are not sexual in nature and do not constitute Sexual Misconduct as defined in this policy, please see OP 16.02, Non-Discrimination and Anti-Harassment Policy and Complaint Procedure for Violations of Employment and Other Laws.

2. Director of Title IX/Title IX Coordinator, Angelo State University Office of Human Resources and Texas Tech University Equal Opportunity Office

The University has a Director of Title IX/Title IX Coordinator who oversees the University’s compliance with Title IX, which prohibits discrimination based on sex. The University has also designated Title IX Deputy Coordinators that work alongside the Director of Title IX/Title IX Coordinator.

The Director of Title IX/Title IX Coordinator will conduct the investigations of complaints of Sexual Misconduct by or between students. The Texas Tech University System Office of Equal Opportunity (Office of EO) in conjunction with the Angelo State University Office of Human Resources will investigate complaints of Sexual Misconduct by or between employees.

Any investigations regarding Sexual Misconduct complaints by a student against an employee will be conducted jointly by the Director of Title IX/Title IX Coordinator and the Angelo State Office of Human Resources (Title IX Deputy Coordinator for Employees) or the Office of EO.

CONTACT	PHONE	ADDRESS	EMAIL
ASU Director of Title IX/Title IX Coordinator Student Affairs and Enrollment Management	325-942-2047	Houston Harte University Center, 112C Student Affairs and Enrollment Management ASU station #11047 San Angelo, TX 76909	michelle.boone@angelo.edu
ASU Title IX Deputy Coordinator for Employees Director of Human Resources	325-942-2168	East Office Annex Office of Human Resources ASU Station #11009 San Angelo, TX 76909	Kurtis.neal@angelo.edu
ASU Title IX Deputy Coordinator, Athletic Equity Assistant Athletic Director of Compliance	325-486-6072	Junell Center/Stephens Arena, 109 Angelo State University 2235 S. Jackson Street San Angelo, TX 76904	christina.whetsel@angelo.edu
Managing Director Office of Equal Opportunity	806-742-3627	TTU System Administration Building, 1508 Knoxville Ave., Suite 208 Office of Equal Opportunity Texas Tech University System Box 1073 Lubbock, TX 79409	eeo@ttu.edu

3. Reporting Sexual Misconduct

- a. All students, employees, and third parties are strongly encouraged to promptly report any incidents of Sexual Misconduct to the University Director of Title IX/Title IX Coordinator, ASU Office of Human Resources, or the TTU System Office of EO.
- b. All students, employees, and third parties may also report incidents of Sexual Misconduct to law enforcement, including on-campus and local police. Reporting Parties may choose to notify law enforcement and will be provided the assistance of the Director of Title IX/Title IX Coordinator, one of the Title IX Deputy Coordinators, ASU Office of Human Resources or the TTU System Office of EO in contacting these authorities if the individual wishes. For a list of Law Enforcement Agencies, please see Section 13 of this policy. Reporting Parties may also decline to notify law enforcement of incidents of Sexual Misconduct.
- c. An individual who experiences any form of sexual, domestic, or dating violence is encouraged to seek immediate medical care. Also, preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Victims can undergo a

Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate medical exam is not possible, a SANE may still collect evidence up to 4 days following a sexual assault. With the examinee's consent, the physical evidence collected during this medical exam can be used in a criminal investigation. To undergo a SAFE, go directly to the nearest emergency department that provides SAFE services. For more information about the SAFE, see <http://hopelaws.org/> or <https://www.texasattorneygeneral.gov/victims/sapcs.shtml#survivors>.

- d. An individual who experiences any form of Sexual Misconduct should also preserve other evidence relevant to the complained of activity, such as items of clothing, photographs, phone records, text messages, computer records, and other documents.
- e. If an employee is a Responsible Employee and receives information about Sexual Misconduct, reporting is required. Responsible Employees have a duty to promptly report all known details of incidents of sex discrimination, sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, Sexual Misconduct, sexual exploitation, public indecency, interpersonal violence, and stalking to the University Director of Title IX/Title IX Coordinator, ASU Office of Human Resources or the TTU System Office of EO. Responsible Employees are not confidential reporting resources.
- f. Disclosures to licensed clinical and/or mental health professionals acting in their professional role in the provision of services are not subject to the foregoing mandatory reporting requirements. These employees include physicians, psychologists, nurses, counselors, clergy, and those performing services under their supervision. These employees are encouraged to provide students or employees with information and guidance regarding University reporting options and available resources but will not report or otherwise refer instances of sexual harassment/misconduct to University administrators without the student or employee's express permission.

4. Complaints by or against Students

- a. If a student has a complaint of Sexual Misconduct by another student, see Part I, Section C: Conduct Procedures for Students in the ASU Student Handbook. <http://www.angelo.edu/student-handbook/>.
- b. If a student has a complaint regarding Sexual Misconduct involving a student organization, see Part I, Section D: Conduct Procedures for Student Organizations in the ASU Student Handbook. <http://www.angelo.edu/student-handbook/>.
- c. If a student has a non-employment based complaint of Sexual Misconduct by an employee, see Part II, Section C: Anti-Discrimination Policy in the ASU Student Handbook. www.angelo.edu/student-handbook. Alternatively, the student may contact the Director of Title IX/Title IX Coordinator, ASU Office of Human Resources, or the TTU System Office of EO. Student complaints of Sexual Misconduct by an employee will be investigated jointly by the Director of Title IX/Title IX Coordinator and the ASU Office of Human Resources or Office of EO. If the Office of EO does not conduct the investigation, all reports of the investigation will be submitted to and reviewed by the Office of EO prior to finalization.

- d. If a student employee has a complaint of Sexual Misconduct, which occurs during the course and scope of employment with the University, against an employee, the student should follow the procedure set forth for employees in this policy.
- e. If an employee has a complaint of Sexual Misconduct against a student, the employee should contact the Director of Title IX/Title IX Coordinator and/or file an incident report form, found at the Title IX website: www.angelo.edu/titleix.

5. Employee Complaint Procedures, Including Student Employees

- a. If an employee has a complaint of Sexual Misconduct against another employee, the general provisions relating to employees and the employee complaint procedures set forth in OP 16.02 shall apply.
- b. In addition, in complaints of Sexual Misconduct the following provisions shall control.
 - (1) While there is no deadline to file a complaint, to promote timely and effective review, the University strongly encourages individuals who believe they have experienced Sexual Misconduct to come forward promptly with their complaints and to seek assistance from the University. Delays in reporting can greatly limit the University's ability to stop the Sexual Misconduct, collect evidence, and/or take effective action against individuals or organizations accused of violating the policy.
 - (2) Individuals wishing to remain anonymous can file a complaint in any manner, including by telephone or written communication, with the Director of Title IX/Title IX Coordinator, ASU Office of Human Resources, or the TTU System Office of EO. However, electing to remain anonymous may greatly limit the University's ability to investigate an alleged incident, collect evidence, and/or take effective action against individuals or organizations accused of violating this policy.
 - (3) Mediation will not be used to resolve complaints of Sexual Misconduct.
 - (4) Both parties have the right to be accompanied by an advisor of the individual's choosing during all meetings, proceedings, and/or disciplinary hearings at which the individual is present. The role of the advisor will be limited to being present only; advisors are not allowed to actively participate in the process.
 - (5) After the investigation is complete, the ASU Office of Human Resources and/or the TTU System Office of EO will simultaneously provide notice in writing to the Reporting Party, to the Responding Party, and to the appropriate administrators of the following:
 - Determination of the outcome;
 - The finding of the ASU Office of Human Resources and/or the TTU System Office of EO is final and not appealable by either party;
 - In the event a finding of a violation of this policy is made, appropriate disciplinary action will be taken as determined by the appropriate administrator; and
 - If either party disagrees with the imposed disciplinary action or lack thereof because the disciplinary action imposed substantially varies from the range of

disciplinary actions normally imposed for similar infractions, he or she may appeal within 5 business days to the Director of Title IX/Title IX Coordinator. However, if the disciplinary action recommended is tenure revocation, proceedings will be pursuant to OP 06.23.

- (6) The Reporting Party and Responding Party will be simultaneously notified in writing of any changes to the results that occur prior to the time such results become final, and when such results become final.

6. Complaints Involving Non-University Individuals

- a. If a non-University individual has a complaint of Sexual Misconduct by a student or University employee acting in the scope of his or her employment, the individual involved may file a report with either the Director of Title IX/Title IX Coordinator, the ASU Office of Human Resources, or the TTU System Office of EO, and the University may investigate and take steps to address the situation.
- b. If a University employee or student has a complaint of Sexual Misconduct by a non-University party that affects the employee's work environment or student's educational program or activity, the employee or student may make a report to the Director of Title IX/ Title IX Coordinator, ASU Office of Human Resources, the TTU System Office of EO, or Executive Director of Student Affairs' office. The University may conduct an inquiry and take action, if possible, to prevent further misconduct. However, the University's response may differ for complaints regarding third parties based on the level of control the University has over the third party. Even though the University's ability to take direct action against a third party may be limited, the University may take steps to provide appropriate remedies for the employee or student and, where appropriate, the broader University Community.

7. Retaliation

Retaliation against a person who reports a potential violation under this policy, assists someone with a report of a violation, or participates in any manner in an investigation or in the resolution of a complaint made under this policy is strictly prohibited and will not be tolerated. Retaliation includes, but is not limited to threats, intimidation, reprisals and/or adverse actions related to an individual's employment or education. The University will take appropriate steps to assure that a person who in good faith reports, complains about, or participates in an investigation pursuant to this policy will not be subjected to retaliation. Individuals who believe they are experiencing retaliation are strongly encouraged to lodge a complaint with the University using the same procedure outlined in this policy.

Individuals who are found to have retaliated under this policy will be subject to disciplinary action, up to and including termination of employment, expulsion from the University, or being barred from University premises and events.

8. Interim Measures

The Reporting Parties may request and the University may implement interim measures, as may be necessary to assure the safety and well-being of the participants in the complaint process, to maintain an environment free from harassment, discrimination, or retaliation, and to protect the safety and well-being of the University Community.

Appropriate University officials will decide if and what interim measures are necessary. Such interim measures may include, but are not limited to:

- Separating the Reporting Party's and Responding Party's academic or working situations;
- Forbidding contact between parties involved in a complaint;
- Suspending the right of the Responding Party to be present on campus or otherwise altering the University status of the Responding Party.

Other interim measures may be implemented depending upon the Responding Party's relationship with the University. These interim measures may be kept in place through the conclusion of any review, investigation, or appeal process. Interim measures can be implemented regardless of whether or not the Reporting Party pursues formal University or criminal action.

9. Confidentiality

The confidentiality of both the Reporting Party and the Responding Party will be honored by the University to the extent possible without compromising the University's commitment and obligation to investigate allegations of Sexual Misconduct, to protect the University Community, and to the extent allowed by law. However, because the University also has an obligation to maintain an environment free of Sex Discrimination and Sexual Misconduct, many University employees have mandatory reporting and response obligations and may not be able to honor a Reporting Party's request for confidentiality. The Director of Title IX/Title IX Coordinator will evaluate requests for confidentiality.

The willful and unnecessary disclosure of confidential information by anyone, including the Reporting Party or Responding Party, may affect the integrity of the investigation.

Students may make confidential reports to the University Counseling Center. All Reporting Parties may also make confidential reports to local rape crisis centers, clergy, or to other licensed clinical and/or mental health professionals acting in their professional role of providing those services.

10. Interference with an Investigation

Any person who knowingly and intentionally interferes with an investigation conducted under this policy is subject to disciplinary action up to and including dismissal or separation from the University. Interference with an investigation may include, but is not limited to:

- Attempting to coerce, compel, influence, or prevent an individual from providing testimony or relevant information;
- Divulging confidential information;
- Removing, destroying, or altering documentation relevant to the investigation; or
- Providing false or misleading information to the investigator, or encouraging others to do so.

11. Training and Education

The University's commitment to preventing and raising awareness of the harm resulting from the conduct prohibited in this policy includes providing primary prevention and awareness programs for all incoming students and new employees and ongoing education to both employees and students. This policy is published on the University's website and information regarding this policy and related policies is included in orientation materials for new students, faculty, and staff. All employees must attend EO non-discrimination and sex/gender discrimination training including sexual assault, sexual harassment, and campus crime mandated reporter training within the first 30 days of employment and receive supplemental training every two years. Other appropriate compliance training sessions will also be conducted on an ongoing basis. Training sessions will include information on how and where to report incidents of prohibited conduct, resources available, as well as, risk reduction and safe and positive options for bystander intervention. In addition, University employees and administrators responsible for implementing this policy, including the Director of Title IX/ Title IX Coordinator, Title IX Deputy Coordinators, investigators, and hearing officers, receive annual training about offenses, investigatory procedures, due process requirements, and University policies related to or described in this policy.

12. Websites and Other Resources

The University maintains websites which provide comprehensive information about this policy, its procedures, Title IX, available resources, remedial support options, local support services, and illustrative examples of definitions contained herein.

- Title IX compliance– www.angelo.edu/titleix
- Title IX complaint form – <http://www.angelo.edu/services/title-ix/file-a-complaint.php>
- Title IX directory – <http://www.angelo.edu/services/title-ix/contacts.php>
- Title IX employee help guide – <http://www.angelo.edu/services/title-ix/help-guide-faculty-and-staff.php>
- Student Affairs and Enrollment Management - <http://www.angelo.edu/services/saem/>
- ASU Office of Human Resources - http://www.angelo.edu/dept/human_resources/
- TTU System Office of Equal Opportunity - <http://www.texastech.edu/offices/equal-employment/>
- University Counseling Center – http://www.angelo.edu/services/health_clinic_counseling/
- ASU Operating Policies & Procedures - <http://www.angelo.edu/opmanual/>
- ASU Employee Assistance Program - http://www.angelo.edu/dept/human_resources/benefits/

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The following additional resources are available:

CONTACT	PHONE	ADDRESS
Director of Title IX Compliance/ Title IX Coordinator	325-942-2047	112C Houston Harte University Center ASU Station #11047 San Angelo, Texas 76909
Executive Director of Student Affairs	325-942-2047	112D Houston Harte University Center ASU Station #11047 San Angelo, Texas 76909
Office of Equal Opportunity	806-742-3627	1508 Knoxville Ave. TTU System Administration Building Suite 208 Box 41073 Lubbock, Texas 79409
Human Resources	325-942-2168	East Office Annex ASU Station # 11009 San Angelo, Texas 76909
University Counseling Center	325-942-2171	ASU Station #11019 San Angelo, Texas 76909
Concho Valley Rape Crisis Center	325-655-2000	36 W. Beauregard, Ste. B-100 San Angelo, Texas 76903
Legal Aid of NorthWest Texas	325-653-6982	17 S. Chadbourne St. #403 San Angelo, Texas 76903
Shannon Medical Center	325-653-6741	120 E. Harris Ave San Angelo, Texas 76903
San Angelo Community Medical Center	325-949-9511	3501 Knickerbocker Road San Angelo, Texas 76904

13. Outside Agencies

Nothing in this policy shall limit a person from seeking assistance or filing a complaint with an outside agency.

Administrative Agencies:

CONTACT	PHONE	ADDRESS
U.S. Equal Employment Opportunity Commission	1-800-669-4000	300 E. Main Dr. Suite 500 El Paso, Texas 79901
Texas Workforce Commission	512-463-2222	101 E. 15 th Street Austin, Texas 78778

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U.S. Department of Education, Office of Civil Rights	214-611-9600	1999 Bryan Street, Suite 1620 Dallas, Texas 75201
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Law Enforcement Agencies:

CONTACT	PHONE	ADDRESS
ASU Police Department	325-942-2071	1702 W. Ave. N San Angelo, Texas 76909
San Angelo Police Department	325-481-2696	401 E. Beauregard Ave. San Angelo, Texas 76903
Tom Green County Sheriff's Department	325-655-8111	222 W. Harris Ave. San Angelo, Texas 76903
Texas Department of Public Safety	512-424-2000	5805 North Lamar Blvd. Austin, Texas 78752

14. Authoritative References

- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Texas Labor Code Chapter 21
- Violence Against Women Act (VAWA)
- Campus Sexual Violence Elimination Act of 2013 (Campus SaVE)
- Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
- Texas Education Code, Section 51.9363

15. Right to Change Policy

The University reserves the right to interpret, change, modify, amend, or rescind this policy, in whole or in part, at any time without notice to or consent of its employees.