



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER

Operating Policy and Procedure

HSC OP: 51.02, **Non-Discrimination and Anti-Harassment Policy and Complaint Procedure**

PURPOSE: Texas Tech University Health Sciences Center (TTUHSC) is an Equal Employment Opportunity (EEO) employer and is committed to compliance with federal and state employment laws and regulations; providing and strengthening an educational, working, and living environment where students, employees, and visitors are free from any form of unlawful discrimination; and fostering and supporting a culture of mutual respect and communication. In the event an individual believes their rights under law have been violated, this TTUHSC Operating Policy and Procedure (HSC OP) adopts procedures to address these concerns in a fair, equitable, and prompt manner.

REVIEW: This HSC OP will be reviewed in December of odd-numbered years by the Texas Tech University System (TTUS) Office of Equal Opportunity (OEO), TTUS Vice Chancellor and General Counsel, TTUHSC Associate Provost for Student Affairs, and the TTUHSC Associate Vice President of Human Resources, with substantive revisions forwarded to the Executive Chief of Staff to the TTUHSC President.

POLICY/PROCEDURE:

1. *Policy.* TTUHSC does not tolerate unlawful discrimination or harassment. TTUHSC's non-discrimination and anti-harassment policy is set forth in Texas Tech University [System Regulation 07.10](#), which can be found [here](#).
2. *Complaint Procedure.* Complaints of discrimination or harassment under this policy should be directed to the Texas Tech University System Office of Equal Opportunity. Contact information for the Office of Equal Opportunity is as follows:

CONTACT	PHONE	ADDRESS	WEBSITE & EMAIL
Dawn Payne Assistant Vice Chancellor and Director, TTUS System Office of Equal Opportunity	806.742.3627	TTU System Administration Building 1508 Knoxville Avenue, Suite 309 TTUS Office of Equal Opportunity Box 41073 Lubbock, TX 79409	https://www.texastech.edu/offices/equal-employment/ dawn.payne@ttu.edu

3. *Sexual Misconduct.* While sexual harassment, sexual assault, or other forms of sexual misconduct may constitute prohibited acts of discrimination, such complaints will be addressed under HSC OP 51.03 and System Regulation 07.06, rather than pursuant to this HSC OP.
4. *Expectations of the University Community.* TTUHSC expects all members of the University Community to comply with applicable laws, regulations, policies, and [adopted core values](#). Members of the University Community who violate applicable laws, regulations, policies, or adopted core values may be subject to disciplinary action pursuant HSC OP 70.31 and System Regulation 07.07.