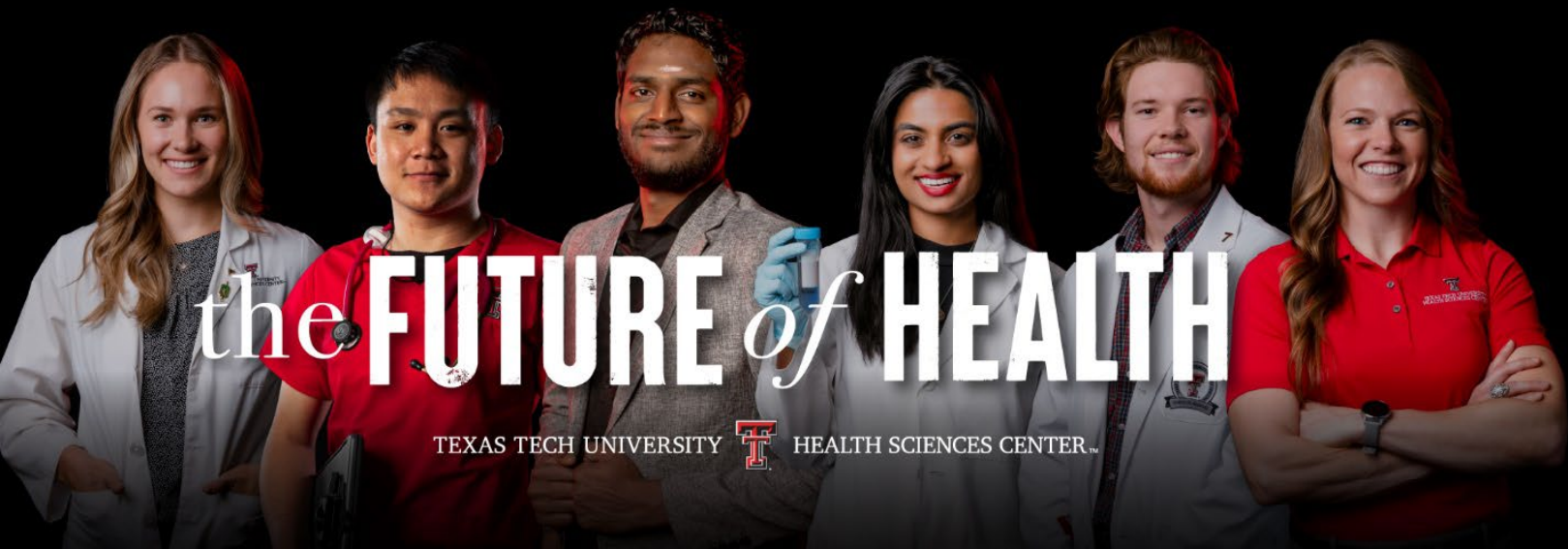


# 2024 ANNUAL SECURITY REPORT

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER





# 2024 ANNUAL SECURITY REPORT

Prepared by TTUHSC Clery Compliance Officer  
For the 2024-2025 Academic Year  
Containing Crime Statistics for Calendar Years  
2021, 2022, 2023

*Report Published October 2024*

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## MESSAGE FROM THE PRESIDENT

Dear TTUHSC Community,

At Texas Tech University Health Sciences Center, we believe that safety is a collective responsibility. We have policies and procedures in place, but we also need everyone in our community to work collaboratively and live the values that define our university.

The Annual Security Report is part of our effort to keep you informed about our safety rules, crime statistics, and how we handle risks. I encourage you to read this report, as it provides important details about our policies and actions.

We also have an Emergency Preparedness website with tools to help prepare you for and respond to emergencies. One key tool is STAT!Alert, which we use to quickly inform our community about situations that might impact safety. Please make sure your contact info is current in the HSC Profile Database and regularly check the [Emergency Preparedness website](#) for updates.

By staying informed and using these resources, we can all help keep TTUHSC a safe and supportive place for everyone.

Thank you for being part of this effort.



A handwritten signature in black ink that reads "Lori Rice-Spearman". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Lori Rice-Spearman, Ph.D.  
President  
Texas Tech University Health Sciences Center





# INTRODUCTION TO THE CLERY ACT

INTRODUCTION

POLICY FOR PREPARING THE ANNUAL SECURITY REPORT  
TEXAS TECH UNIVERSITY SYSTEM CLERY ACT REGULATIONS  
TTUHSC CLERY COMPLIANCE COMMITTEE

## INTRODUCTION

The Crime Awareness and Campus Security Act [later renamed the “Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act” (Clery Act)] was enacted in 1990 to assist students in making decisions about their personal safety, and to ensure that institutions of higher education provide students, prospective students, employees, and prospective employees with information to avoid becoming victims of crimes on campus. This Act amended the Higher Education Act of 1965, and was subsequently amended in 1992, 1998, 2000, and 2008. The Higher Education Act of 1998 and the subsequent amendments of the implementing regulations (34 CFR §668.46), including the Violence Against Women Reauthorization Act of 2013 (VAWA), significantly expanded institutional obligations under the Clery Act.

The Clery Act is a consumer protection law. The law requires all colleges and universities which receive federal funding to share information about certain crimes which occur on and around campus, as well as institutional efforts to improve campus safety. This information is made publicly accessible through the TTUHSC Annual Security Report (ASR). Texas Tech University Health Sciences Center (TTUHSC) is required to distribute the information contained in this Annual Security Report (ASR) to all current and prospective students and all current and prospective employees. In addition, this report contains numerous links to websites containing supplemental information.

The Clery Act requires colleges and universities to do the following:

- Publish an annual report by October 1 of each year containing three years of campus crime statistics and certain campus security policy statements;
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms;
- Provide “timely warning” notices of crimes which have occurred and pose an ongoing threat to the safety of students, faculty, and staff;
- Issue an emergency notification, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff occurring on campus; and
- Disclose in a public crime log all crimes and alleged crimes which occurred on campus or within the patrol jurisdiction of campus police or local law enforcement agencies reported to the campus police or local law enforcement agencies.

All students, faculty, and staff within the TTUHSC campus communities are encouraged to act responsibly, work collaboratively, find innovative solutions to challenges, and whenever possible, assist each other to promptly, accurately, and effectively report all unsafe incidents and criminal offenses to the Texas Tech Police Department (TTPD), local law enforcement agencies, any Campus Security Authority (CSA), or other officially designated departments of the institution. Instructions for reporting campus policy violations, crimes, and Title IX incidents are included in this report.

This report is a valuable, informative tool to assist students, faculty, and staff in maintaining personal safety and security. Please carefully review the information on campus policies, procedures, reporting options, and resources included in this report. Personal safety and security are the responsibility of all students, faculty, and staff. TTUHSC values assistance in maintaining safe and secure campus environments by reporting campus policy violations, crimes, and Title IX incidents.

The ASR provides important crime statistics specific to the TTUHSC Lubbock, Abilene, Amarillo, Dallas, Midland, and Odessa campuses by each Clery Act-identified geographical location. TTUHSC encourages students, faculty, and staff to read the information provided within this report to gain a better understanding of the specific crimes and geography being reported. Policies and practices pertaining to campus security, crime reporting, alcohol and drugs, victim assistance programs, student and employee discipline policies, campus security resources, community safety alerts and warnings, crime prevention, access to campus facilities and properties, and personal safety tips are also contained in this report.

Texas Tech University Health Sciences Center strongly encourages the reporting of all criminal offenses and campus safety and security concerns. Information is provided in this publication explaining how to report crimes or security concerns on each campus location.

Copies of the ASR may be obtained in person from the TTUHSC Office of Institutional Compliance during normal business hours, 8:00 A.M. - 5:00 P.M., Monday through Friday. Additionally, the ASR can be found online at the [Texas Tech University Health Sciences Center Clery Act Compliance website](#). You may also request that a copy be sent to you via electronic or U.S. Mail by contacting the TTUHSC Office of Institutional Compliance during normal business hours: 8:00 am to 5:00 pm Monday thru Friday at 806-742-3931.

Questions about this report should be directed to the Texas Tech University Health Sciences Center Clery Compliance Officer at [CleryOfficer@ttuhsc.edu](mailto:CleryOfficer@ttuhsc.edu) or by calling 806-743-2349.

## **POLICY FOR PREPARING THE ANNUAL SECURITY REPORT**

The Texas Tech University Health Sciences Center (TTUHSC) Clery Compliance Officer (CCO) is responsible for preparing and distributing the Annual Security Report (ASR) to comply with the Clery Act. The ASR is published by October 1 of each year and contains three years (2023, 2022, 2021) of selected campus crime statistics and certain campus security policy statements in accordance with the Clery Act.

The CCO composes the ASR and statistical information with input from various sources including TTPD reports, local law enforcement agency reports, Campus Security Authority (CSA) reports, Title IX reports, and other campus officials' reports.

## **TEXAS TECH UNIVERSITY SYSTEM CLERY ACT REGULATIONS**

The Texas Tech University System (TTUS) Clery Act Compliance Regulation was approved in December 2019 to address the TTUS Component Universities' obligations pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092(f) (Clery Act).

The TTUS and its Component Universities are committed to the safety and security of each University campus community and compliance with the Clery Act. The purpose of this TTUS regulation is to establish policy and procedure for the Component Universities' compliance with the requirements of the Clery Act.

[TTUS Regulation 07.05, Clery Act Compliance Regulation](#) outlines the following requirements for each Component University:

- Statistics collection, classification, and submission of those statistics to the Department of Education;

- Identify, notify and train Campus Security Authorities;
- Publication of the Annual Security and Fire Safety report;
- Issuing Timely Warnings and Emergency Notifications as required under the Clery Act;
- Identification of Clery-specific geography to include off-campus travel and space agreements;
- Conduct Educational Programming and Awareness
- Disclose missing student notification procedures pertaining to students living within the residence halls;
- Provide an updated publicly available crime log; and
- Identify responsibilities for departments, offices, or individuals within each Component University.

## **TTUHSC CLERY COMPLIANCE COMMITTEE**

TTUHSC has established a Clery Compliance Committee to oversee and assist with TTUHSC Clery Act compliance. Compliance efforts extend beyond the Clery Compliance Officer and include various departments, offices, and individuals from the TTUHSC campus. The Committee is an effective tool in bringing these groups together to collaborate and develop innovative solutions to ensure the Clery Act requirements are met, and facilitate increased institutional awareness of the Clery Act requirements. The committee assists with the development of policies and procedures for collecting and compiling necessary statistics and information throughout the year as it relates to crime statistics and the ASR. The Committee addresses topics including, but not limited to identifying and training Campus Security Authorities (CSAs); identifying and maintaining Clery geography; ASR preparation, review, publication, and notification/distribution; review of required policy statements; compliance with the Drug-Free Schools and Community Act, Violence Against Women Act (VAWA), and Title IX. The Committee will review initial and ongoing training as it relates to the Clery Act and the specific areas of responsibility.

The Committee includes representation from the following departments, offices, and individuals:

- Office of the President
- Office of Student Affairs
- Office of Global Health
- Human Resources
- Office of Equal Opportunity
- Title IX Office
- Office of Institutional Compliance
- Texas Tech Police Department
- Facilities Information
- Emergency Preparedness
- Campus Business Operations Officials
- Office of General Counsel
- Contracting Office
- TTUHSC Clery Compliance Officer
- Office of Communications and Marketing
- Office of Facilities and Safety Services
- Division of Institutional Excellence and Culture



# **POLICIES ON CRIME AND EMERGENCY REPORTING**

**PERSONAL SAFETY AND SECURITY & THE SAFETY AND SECURITY OF OTHERS  
REPORTING CRIMES AND EMERGENCIES  
CONFIDENTIAL REPORTING**



## PERSONAL SAFETY AND SECURITY & THE SAFETY AND SECURITY OF OTHERS

Members of the TTUHSC communities should assume responsibility for their own personal safety and the security of their personal property, and are encouraged to assist others. The following precautions provide guidance:

- Report all suspicious activity to Texas Tech Police Department (TTPD), University Medical Center Police Department (UMCPD), local law enforcement agencies, Campus Security Authorities (CSAs), or other officially designated departments immediately;
- Never take personal safety for granted;
- Try to avoid walking alone at night;
- Limit your alcohol consumption, and use caution at social functions;
- Remember to call for help at the first sign of trouble;
- Carry only small amounts of cash, or only the amount of cash needed;
- Never leave valuables (wallets, purses, books, phones, etc.) unattended;
- Carry your keys at all times and do not lend them to anyone;
- Lock bicycles and motorcycles;
- Do not leave valuables in your car, especially if they are visible – lock car doors and close windows when leaving your car;
- Always lock the door to your apartment or home, be certain to lock doors when you sleep, and keep windows closed and locked when you are not at home;
- Do not prop open interior or exterior doors to apartment buildings or residences;
- Engrave serial numbers or owner-recognized numbers on items of value; and
- Inventory your personal property and insure it with personal insurance coverage.

## REPORTING CRIMES AND EMERGENCIES

Texas Tech University Health Sciences Center (TTUHSC) considers the safety and security of students, faculty, staff, patients, and visitors of the campus communities a priority. All employees (including student employees) who witness or receive information, in the course and scope of their employment, about sexual misconduct, sexual harassment, sexual assault, dating violence, domestic violence, and stalking that involve a current student or employee are required to promptly report incidents to the Title IX Coordinator. Employees have a duty to report all known details of the incident, including the names of the involved parties. Employees are also encouraged to report any incidents of public indecency, sex discrimination, or any other form of discrimination based on a protected class.

All students, faculty, staff, and visitors are encouraged to promptly report all criminal incidents, emergencies, or other public safety incidents that occur on TTUHSC Clery geography to TTPD, UMCPD, local law enforcement agencies, CSAs, or officially designated departments in an accurate and timely manner, including those situations when the victim of a crime elects not to make a report, or is unable to make a report. Examples include, but are not limited to the following:

- On-campus emergencies;
- Criminal offenses;
- Suspected criminal offenses;
- Accidents; or
- Other emergencies or public safety related incidents or concerns.

If a crime or other serious incident is reported to the TTPD, UMCPD, local law enforcement, a CSA, or officially designated departments, the appropriate authorities will be contacted and will

promptly respond to determine if immediate action is required or if a follow-up investigation is warranted. Crimes should also be promptly reported to TTPD, UMCPD, local law enforcement, a CSA, or other officially designated departments to ensure timely warning notices are delivered to the campus (if needed), and for inclusion in the Daily Crime Log and annual crime statistics.

Students, faculty, and staff can report crimes and misconduct to officially designated departments, including the Office of Student Affairs, the TTUHSC Title IX Coordinator, the Equal Employment Office, or anyone within the TTUHSC communities who are in a position to assist. Under the Clery Act, a crime is reported when it is brought to the attention of TTPD, UMCPD or local law enforcement, a CSA, or officially designated departments by a victim, witness, another third party, or even an offender, regardless of if the individual is involved in the crime, reporting the crime, or is associated with TTUHSC. Reporting to TTPD or any of the above allows TTUHSC to evaluate, consider, and send timely warning notifications, disclose crimes through ongoing disclosure processes such as the posting of crimes in the Daily Crime Log and accurately documenting reportable crimes in its annual statistical disclosure.

## **Reporting to the Texas Tech Police Department**

The goal of the Texas Tech Police Department (TTPD) is to provide a safe and secure environment to live, learn, and educate. A safe and secure campus requires students, staff, faculty, and visitors to be vigilant and report all criminal and suspicious activities to the Texas Tech Police Department. The [TTPD website](#) provides a variety of crime prevention and safety information. In keeping with our community-oriented philosophy, the Texas Tech Police Department works closely with the faculty, staff, and students on crime prevention and security programs. The Texas Tech Police Department provides law enforcement and security services for the Texas Tech University and the Texas Tech University Health Sciences Center locations.

Police, fire or medical emergencies can be reported by dialing 911 from any campus or off-campus telephone or cell phone. Calls will be answered by the TTPD, local police department or county sheriff's office dispatch, depending on your location. Reporting crimes and emergencies will generate a law enforcement response. Whenever possible, the survivor or witness of the crime should call directly to report the incident. Firsthand information is always preferred.

Any suspicious activity or person(s) seen in the parking lots or loitering around vehicles or buildings should immediately be reported to TTPD or local law enforcement. Accurate and prompt reporting ensures an appropriate law enforcement response. In addition to the importance of reporting, timely information assists responders in developing warnings for the TTUHSC communities. Officers will respond without delay to all calls for police service. Emergency calls will take precedence, but calls will be answered as soon as possible.

Remember that cell phones do not automatically register a caller's identity and exact location information in the 911 system. When calling 911 from a cell phone, tell the dispatcher where you are calling from, the phone number you are calling from or another number where you may be reached. Callers should immediately advise the dispatcher that they are calling from a TTUHSC campus for on-campus emergencies. Off-campus calls for emergency assistance will be transferred to the nearest local law enforcement agency having jurisdiction. Consider programming your phone with the TTPD number for general, non-emergency use specific to your campus, or the local law enforcement agency non-emergency number for your location. These numbers can be found in the Campus and Community Resources section of this report. When calling to report a crime or incident, please be ready to give as much of the following information possible:

- Name, telephone number, and location;
- A brief, clear, and accurate description of the incident;
- When and where the incident occurred;
- Whether there were any weapons involved;
- A description of the suspect(s)/perpetrator(s), including gender, race, age, height, weight, hair color/length, clothing, facial hair, tattoos/scars, etc.;
- Any other relevant information; and
- Do not hang up – allow the dispatcher to end the call.

*Note: State Law requires prompt, mandatory reporting to the local law enforcement agency by health care practitioners when they provide medical services to a person they know or reasonably suspect of suffering from wounds inflicted by a firearm or is a result of an assault or other abusive conduct.*

## **Reporting to the University Medical Center Police Department**

TTUHSC's campus geography includes the campus of University Medical Center, which is the primary teaching hospital for TTUHSC. UMC has an on-site police department that is responsible for responding to all crimes that occur within the hospital, parking garage and parking lots, and streets surrounding the hospital.. Any emergencies or crimes can be reported to the UMCPD by contacting their office at 806.775.9993.

## **Understanding Reporting Options**

TTPD, UMCPD or local law enforcement agencies are responsible for responding to all crime or emergencies reported on campus properties. The response will depend on how the report was made and to whom it was made. Certain reports, like a report made to a Campus Security Authority, will not automatically generate a police response.

Some instances of misconduct may also constitute a violation of state, federal, or local law. It is the student's or employee's option to report misconduct to TTUHSC, TTPD, UMCPD or local law enforcement. TTUHSC administrators may assist in making a report to law enforcement and will accompany the victim if requested. Reporting to TTPD, UMCPD or local law enforcement can lead to an investigation, criminal charges and prosecution.

If a student or employee wishes to report to both the TTPD and the Office of Student Affairs or Title IX, an investigator from TTUHSC will coordinate with TTPD detectives so the student only has to give one statement. This would be scheduled as soon as possible.

Reports made to a CSA may generate a police report if the victim requests to talk to police and file a police report. Information submitted in the CSA report determines the TTUHSC response. Some reports, such as a police report, will generate a police investigation and possible TTUHSC investigation.

When TTPD, UMCPD or local law enforcement respond to a criminal incident they may:

- Take an initial statement from victims, witnesses, others involved;
- Begin follow up interviews with all parties involved – survivors, witnesses, suspects, and others who may have been identified through initial statements;
- Collect any available evidence;
- Review video, if available;
- Make an arrest or referral; and

- Complete a written report which is submitted to the District Attorney's Office and various TTUHSC departments.

Upon police arrival to an incident, if a victim is not ready to file a report for criminal charges, an informational report can be generated. This process will be explained by the responding officer. A victim may meet with an officer at the police department, residence, or their place of choosing. A support person may accompany a victim when filing a police report.

The TTPD does not track, monitor or routinely receive notices of law enforcement proceedings against students for offenses that occur off campus other than by collecting the required statistics on crimes as required by the Clery Act. Students visiting off-campus student organizations should promptly report all crimes to the local police department. In the event that reports of off-campus criminal offenses committed by students, faculty or staff are received by the TTPD, by a designated CSA, or from an outside law enforcement agency, the reports will be referred for appropriate disciplinary action and will be included in applicable statistics as required.

### **TTUHSC Response to Reports**

Some reports may be made directly to the TTUHSC and not involve law enforcement. Students and employees are encouraged to speak with a CSA or officially designated department for assistance in filing a report. Whether or not they choose to file a report with law enforcement, TTUHSC will offer a variety of options for assistance and will work to address any factors which may have led to the crime.

A report to TTUHSC allows for the initiation of interim protective measures such as academic accommodations and changes to class or work schedules. A victim may bring someone with them for support while making a report, to include a friend, roommate, or family member. If a report involving a Title IX violation is submitted to TTUHSC through a campus security authority, an employee, or the police, TTUHSC will begin its own independent investigation.

### **Reporting to Local Law Enforcement**

TTPD is responsible for dispatching officers to calls for service on the Lubbock campus, and is available 24 hours each day, 365 days a year. UMCPD is responsible for dispatching officers to calls for service in the UMC hospital only. TTPD and UMCPD regularly correspond and TTPD is available to respond to calls at the UMC hospital at the request of UMCPD. TTPD is available during normal business hours, Monday-Friday on the Abilene, Amarillo, Dallas, Midland, and Odessa campuses. During all other times, individuals on these campuses should contact the appropriate local law enforcement agency as indicated in the Campus and Community Resources section of this report. If individuals are located on the Dallas VA campus, they should contact the VA Police Department. When a call is received reporting a crime or an emergency, the officer or dispatcher will initiate the required action to respond to the incident, requesting additional officers or additional services, if necessary. All criminal reports are investigated by the responding officer. Officers will search for the suspect(s), collect available evidence, and file a report.

When responding to an emergency, officers will evaluate the situation and summon the appropriate resources. If assistance is required from other agencies (police or fire departments) dispatchers will initiate all requests for assistance. If a sexual assault or other violent crime is reported, a variety of services including medical, counseling, and psychological assistance will be offered.

## Reporting to Campus Security Authorities

“Campus Security Authority” is a Clery Act-specific term encompassing four groups of individuals and organizations associated with a university. These four groups are defined by the Clery Act as:

- A campus police department or a campus security department of an institution. All individuals who work for the campus police or security department are considered CSAs.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g. an individual who is responsible for monitoring the entrance into institutional property). Access monitors, contract security officers, event security officers, staff who provide safety escorts on campus (professional and student staff) are considered CSAs.
- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

Although it is encouraged to report campus criminal activity directly to the TTPD, UMC PD or local law enforcement, in some instances members of the campus community may choose to file a report with a CSA. All CSAs will collect the required Clery Act statistical data. The “Clery Incident Report for CSAs” can be found on the [TTUHSC Clery Act Compliance website](#).

In most cases, it is possible for a CSA to fulfill his or her reporting responsibilities and maintain victim confidentiality. Clery Incident Reports that are completed online by CSAs are used by the Clery Compliance Officer to compile statistics for TTUHSC Clery Act reporting. Clery Incidence Reports also help determine if there is a serious or ongoing threat to the safety of the campus communities requiring an alert (timely warning or emergency notification).

Understand that a Clery Incident Report completed online by a CSA does not necessarily result in the initiation of a police or disciplinary investigation if the victim chooses not to pursue this action.

## Campus Security Authority Responsibilities

The responsibilities of a Campus Security Authority (CSA) are to collect crime report information and forward that information to the Clery Compliance Officer. CSAs are responsible for reporting allegations of Clery Act crimes reported to them in their capacity as a CSA. This means that CSAs are not responsible for investigating or reporting incidents they overhear students talking about in a hallway conversation; incidents a classmate or student mentions during an in-class discussion; incidents a victim mentions during a speech, workshop, or any other form of group presentation; or incidents the CSA otherwise learns about in an indirect manner.

## Campus Security Authority Reporting Requirements

A CSA is required to report sufficient details, such as dates and times of the incident(s), the location(s), a detailed description of what they were told about the incident, and where appropriate, personal identifying information. Detailed information is important to aid law enforcement in addressing and categorizing the crime. Personal Identifiable Information (PII) is important to avoid double counting crimes. If a victim does not want the report to go any further than the CSA, the CSA should explain that he or she is required to submit the report for statistical purposes, but it can be submitted without identifying the victim.

CSAs should immediately report information for consideration of the need for a Timely Warning Notice. If a crime is reported to a CSA, but goes no further than that, TTUHSC will not have fulfilled its Clery Act obligation under the law, and campus community members may not have the information they need to stay safe on campus.

A CSA is not responsible for determining authoritatively whether or not a crime took place. In addition, a CSA should not try to apprehend or detain the alleged perpetrator of the crime. It is not within the responsibility of a CSA to attempt to convince a victim to contact law enforcement if the victim chooses not to do so.

## Officially Designated Department Reporting Methods

### Reporting to Title IX

The U.S. Department of Education (USDE) published new Title IX regulations that took effect on August 1, 2024. However, Governor Abbott issued a letter indicating that the State of Texas would not comply with the USDE's effort to rewrite Title IX. Additionally, Attorney General Paxton filed suit in federal district court, seeking to postpone, hold unlawful, and set aside the new regulations. Texas Tech University Health Sciences Center remains committed to providing a positive and safe learning, teaching and working environment for our community and takes seriously the rules guaranteeing all students equal access to effective educational programs, regardless of sex. TTUHSC will continue to monitor the Texas lawsuit and while the underlying legality of the federal regulation remains in question, will not take steps to implement the new federal regulations, and will comply with the version of the regulations that have been in effect since 2020. Please refer to the [TTUHSC Title IX website](#) for updates as they become available.

Members of the Texas Tech University Health Sciences Center community of students, faculty and staff, guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

In accordance with Title IX, TTUHSC will not discriminate in its employment or student admissions on the basis of race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, gender identity, or status as a protected veteran. Texas Tech University Health Sciences Center is committed to providing a positive and safe learning, teaching and working environment for our community.

A Title IX, sexual misconduct, or discrimination/harassment incident or violation can be reported to TTUHSC using the [online form](#) found on the [TTUHSC Title IX website](#).

*Note: Submissions using this form may not be reviewed outside of normal business hours.*

This form should be used only to report concerns pertaining to possible violations of TTUHSC Sexual Harassment, Sexual Assault, Sexual Misconduct and Title IX Policy such as gender-based discrimination, dating violence, domestic violence, sexual assault, nonconsensual sexual contact, sexual exploitation, sexual harassment, stalking, or other forms of sexual misconduct. Upon receipt of a report, TTUHSC will review the matter and, if appropriate, will investigate and take appropriate steps to stop and remedy prohibited conduct in accordance with TTUHSC policy.

## TTUHSC Title IX Contacts:

Title IX Coordinator: Leslie Bean  
3601 4<sup>th</sup> Street / MS 6262 / UC Suite 330A / Lubbock, TX 79430  
[Leslie.Bean@ttuhsc.edu](mailto:Leslie.Bean@ttuhsc.edu) / [titleixcoordinator@ttuhsc.edu](mailto:titleixcoordinator@ttuhsc.edu) / T: 806.743.9861

Title IX Coordinator for Employees: Dawn Payne  
TTU System Office of Equal Opportunity  
TTU System Administration Building / 1508 Knoxville Avenue / Ste. 309 / Lubbock, TX 79409  
[Dawn.Payne@ttu.edu](mailto:Dawn.Payne@ttu.edu) / [eeo@ttu.edu](mailto:eeo@ttu.edu) / T: 806.742.3627

## Reporting to the Office of Equal Opportunity

The Texas Tech University System is committed to promoting equal employment opportunity and affirmative action throughout its multiple academic communities. Discrimination or harassment based on sex (including pregnancy), race, color, national origin, religion, age, disability, protected veteran status, genetic information, sexual orientation, gender identity, gender expression, or other legally protected categories, classes, or characteristics is not tolerated. The Office of Equal Opportunity (EO) upholds the institutions anti-discrimination and anti-retaliation policies and ensures that employees and applicants of the Texas Tech University System are treated fairly, equally and respectfully.

The Office of EO handles employee complaints of unlawful discrimination and harassment, including sexual harassment. An employee who believes they are being discriminated against or harassed based on their protected status may file a complaint with the Office of EO without fear of retaliation. The Office of EO functions as a neutral party in investigating complaints and takes steps to fairly address and resolve such matters. The Office of EO serves as a resource for administrators and managers regarding personnel issues, monitors compliance with equal employment opportunity laws and regulations, and maintains Affirmative Action Plans.

An employee complaint of unlawful discrimination and harassment, including sexual harassment can be reported to the Office of EO using the [online form](#) for TTUHSC or by completing a complaint form on the [Office of EO website](#).

This form should be used only to report concerns of discrimination and/or harassment based on sex (including pregnancy), race, color, national origin, religion, age, disability, protected veteran status, genetic information, sexual orientation, gender identity, gender expression, or other legally protected categories, classes, or characteristics. Upon receipt of a report, the Office of EO will review the matter and, if necessary, will investigate and take appropriate steps to stop and remedy prohibited conduct in accordance with University policy.

*Note: Submissions using this form may not be reviewed outside of normal business hours.*

## TTUHSC Office of Equal Opportunity Contact

Dawn Payne  
TTU System Office of Equal Opportunity  
TTU System Administration Building / 1508 Knoxville Avenue / Ste. 309 / Lubbock, TX 79409  
[Dawn.Payne@ttu.edu](mailto:Dawn.Payne@ttu.edu) / [eeo@ttu.edu](mailto:eeo@ttu.edu) / T: 806.742.3627

## Reporting to TTUHSC Student Affairs

TTUHSC Student Affairs engages a holistic approach to student success by building a diverse and inclusive community, supporting emotional, intellectual and personal growth, facilitating professional development and providing guidance toward a professional health career.

The division is made up of several key areas that support students inside and outside of the classroom. These areas include the Office of the Registrar, Student Disability Services, Student Financial Aid, Student Life, Veterans Resource Center, and Writing Center.

TTUHSC Student Affairs is responsible for helping to provide a safe learning environment in partnership with various campus schools and departments. Student Affairs encourages students to be engaged in their overall development by proactively providing information to the campus community, in addition to adjudicating alleged violations of the Code of Student Conduct in a fair and educational manner.

Information is available on the [TTUHSC Student Affairs website](#) regarding the reporting of various issues or concerns that students may experience, and how to properly report or obtain assistance. The [online form](#) may be used for reporting to Student Affairs.

### **Report of Student Concerns or Conduct**

The [TTUHSC Reporting Form](#) is used to report any behaviors of concern involving TTUHSC Students, whether these behaviors occur inside or outside of the classroom setting. Reportable behaviors may include Academic Misconduct, Discrimination, General Misconduct or Grievances, Student Code Misconduct, Sexual Harassment/Sexual Assault/Sexual Misconduct, and/or Student of Concern. Additionally, this form is used to report a grievance against faculty/staff members. This form will be submitted to the Student Conduct Administrator of the applicable TTUHSC School. While you can report anonymously, the inability to validate the source of the complaint does limit TTUHSC's ability to investigate and respond.

### **Hazing Incident Reporting**

TTUHSC expects that all students and organizations will observe and fully comply with state law, TTUHSC regulations, and administrative rules associated with the prohibition of hazing. Hazing is prohibited under state law and TTUHSC policy. TTUHSC will take disciplinary action for hazing that takes place during official TTUHSC functions, or during functions held by registered or sponsored student organizations; TTUHSC will also take disciplinary action for hazing incidents that have a substantial connection to the interests of TTUHSC, wherever they occur.

By definition, hazing is any intentional, knowing, or reckless act, occurring on or off the campuses of TTUHSC, 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 any organization whose membership consists primarily of students. Consent and/or acquiescence by a student or students subjected to hazing is not a reasonable defense in a disciplinary proceeding. Hazing incidents may be reported using the [TTUHSC Reporting Form](#) located on the TTUHSC Student Affairs website. Additional information regarding Hazing may be found at the [Student Affairs Hazing website](#).

### **Student Organization Misconduct**

Student Organization misconduct such as hazing, alcohol violations, social event planning risks, and other concerns of misconduct may also be reported on the [TTUHSC Reporting Form](#).

It is the policy of the Texas Tech University Health Sciences Center to affirm the right of its students to a prompt and fair resolution of a complaint or grievance involving allegations of inappropriate behavior by other TTUHSC students or by TTUHSC personnel towards students.



Policies and procedures for student complaints can be found in the [TTUHSC Student Handbook](#).

## **TTUHSC Student Affairs Contact**

Associate Provost for Student Affairs: Erin Justyna, Ph.D.  
Address: 3601 4<sup>th</sup> Street / MS 8310 / Lubbock, TX 79430  
[Erin.Justyna@ttuhsc.edu](mailto:Erin.Justyna@ttuhsc.edu) / T: 806.743.3451

## **CONFIDENTIAL REPORTING**

TTUHSC is committed to ensuring confidentiality during all stages of the reporting process. If students are unsure whether they want to involve family or friends, or are not yet certain whether they want to report to the police or TTUHSC, there are resources available, both on and off campus, offering confidential assistance and support.

If a student discloses an incident to a Campus Security Authority (CSA) officially designated departments with the condition of remaining anonymous and/or confidential, the CSA or department must still forward the Clery crime statistics and/or Title IX incident to TTUHSC, including the names of involved parties, and TTUHSC officials will review the requests for confidentiality. However, if the circumstances indicate there is a continuing threat to either the victim or the campus community, the responsible official will contact law enforcement to ensure campus community safety. In Title IX matters, law enforcement will not be contacted unless requested by the complaining party.

All reports of misconduct will be maintained with the highest possible level of confidentiality. The information, once referred, will still remain private and will be shared only with those administrators who have a legitimate educational need to know in order to best assist and support the student. Once the appropriate administrators have been notified of the incident, TTUHSC will provide resources and support, promptly investigate, and equitably resolve the allegation according to established university procedures, unless the student requests that no action be taken.

### **Voluntary Confidential Reporting**

A person may choose to file a complaint and request it remain confidential. Even if the individual does not want law enforcement or TTUHSC involved in the process, TTUHSC will work to comply with the individual's request to keep their identity confidential, while also providing information to help ensure the future safety of the reporting person and the campus community.

An individual's request regarding the confidentiality of reports of sexual assault, harassment, stalking, and/or dating and domestic violence will be considered in determining an appropriate response; however, such request will be considered in the dual contexts of TTUHSC's legal obligation to ensure a working and learning environment free from sexual assault, harassment, stalking, and/or dating and domestic violence and the due process rights of the accused to be informed of the allegations and their source. Some level of disclosure may be necessary to ensure a complete and fair investigation, although TTUHSC will comply with requests for confidentiality to the extent possible. Using the information provided in the confidential report, TTUHSC can maintain an accurate record of the number of incidents involving students, employees, and visitors; determine whether there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus communities of potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for TTUHSC.

## Confidential Reporting Options

Students may make confidential reports to Professional Counselors assigned to the TTUHSC Counseling Center. Professional Counselors in their capacity and function do not make identifiable reports of incidents unless the student specifically requests them to do so; however, TTUHSC encourages counselors, if and when they deem it appropriate, to inform students they can report incidents of crime on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Amendments to 20 U.S.C. Section 1092(f) in 1998 clarified who is considered to be a Campus Security Authority (CSA). Pastoral Counselor and Professional Counselor are two types of individuals who, although they may have significant responsibility for student and campus activities, are not CSAs under the Clery Act. To be exempt from disclosing reported offenses, pastoral or professional counselors must be acting in the official capacities as employees of TTUHSC.

The pastoral or professional counselor exemption is intended to ensure these individuals can provide appropriate counseling services without an obligation to report crimes they may learn about. This exemption is intended to protect the counselor-client relationship. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are under a legal obligation to report a crime.

Counselors are defined as:

**Pastoral Counselor** A pastoral counselor is an employee of an institution who is associated with a religious order or denomination, who is recognized by that religious order or denomination as someone who provides confidential counseling, and who is functioning within the scope of that recognition as a pastoral counselor.

*Note: TTUHSC does not have pastoral counselors on staff.*

**Professional Counselor** A professional counselor is a campus employee whose official responsibilities include providing psychological counseling to members of the campus community and is functioning within the scope of his or her license or certification. The only location on the TTUHSC campuses with confidential counselors is the TTUHSC Counseling Center, located at 3601 4<sup>th</sup> Street, Room 1A300, in Lubbock. The Counseling Center can be contacted by phone at 806-743-1327 or 800-327-0328 (24-hour), or by email at [counselingcenter@ttuhsc.edu](mailto:counselingcenter@ttuhsc.edu). Counseling resources for campus locations outside of Lubbock are identified in the Campus and Community Resources section of this report. Licensed counselors are exempt from reporting requirements when they are acting in their official capacity as a counselor.

Although licensed professional mental health and pastoral counselors are exempt from Clery Act requirements, TTUHSC encourages such counselors to tell victims about the confidential reporting process if, in their judgment, it is appropriate to discuss crime reporting with the victim.

## Confidential Reporting for Employees

If an employee would like the details of an incident to be kept confidential, the employee may discuss the matter confidentially with the Employee Assistance Program (EAP). The TTUHSC Counseling Center is an EAP which has a long history of providing employee assistance services to public schools, universities, municipalities, corporations, and health and professional associations. The Counseling Center provides consultation and therapeutic services to

employers, and their employees, with the primary mission being to promote health and wellness in the workplace.

The Counseling Center addresses a full range of emotional and behavioral problems that impair job performance and contribute to rising employer costs. As an EAP, the Counseling Center provides prevention, assessment, treatment, and follow-up services to employees and their family members.

### **Anonymous Reporting**

TTPD, UMCPD and most local law enforcement agencies, unless otherwise prescribed by law or as set forth within this Annual Security Report, do not take anonymous incident reports.



## **CAMPUS AND COMMUNITY RESOURCES**

TEXAS TECH POLICE DEPARTMENT  
UNIVERSITY MEDICAL CENTER POLICE DEPARTMENT  
LOCAL LAW ENFORCEMENT  
SAFETY SERVICES  
EMERGENCY PREPAREDNESS  
TTUHSC THREAT ASSESSMENT TEAM  
TTUHSC INCIDENT RESPONSE TEAM  
TTUHSC TITLE IX OFFICE  
TTUHSC STUDENT AFFAIRS  
PROGRAM OF ASSISTANCE FOR STUDENTS AND EMPLOYEE  
ASSISTANCE PROGRAM  
CAMPUS AND COMMUNITY RESOURCES

## TEXAS TECH POLICE DEPARTMENT

The primary duty, responsibility, and jurisdiction of the Texas Tech Police Department (TTPD) is to provide law enforcement services to Texas Tech University Health Sciences Center (TTUHSC) properties, including TTUHSC Lubbock, Abilene, Amarillo, Dallas, Midland, and Odessa.

The TTPD is a police organization which provides immediate response to all police, fire, and medical emergencies, as well as general police services such as accident investigations and crime prevention. Officers are duly sworn and licensed Peace Officers of the State of Texas and have all completed the training requirements of the Texas Commission on Law Enforcement. As such, TTPD Officers are fully empowered by the State of Texas and have authority to stop vehicles, make arrests, and enforce all state laws. TTPD Officers are commissioned by the Texas Tech University System Board of Regents pursuant to Texas Education Code, Section 51.203.

In partnership with the TTUHSC communities, TTPD operates in a participative, team-based environment and delivers community-oriented services in a proactive and efficient manner. TTPD Officers carry out numerous law enforcement tasks including patrolling assigned areas, responding to calls for police service, investigating motor vehicle crashes, enforcing traffic laws, investigating crimes, and arresting offenders. All TTPD officers are expected to be professional and to build positive relationships within the campus communities. Working in a spirit of cooperation with TTUHSC stakeholders, TTPD Officers suppress crime and resolve problems in the campus communities, thereby making TTUHSC a safer place to learn, work, and serve the greater communities.

### Texas Tech Police Department Divisions

The Following division descriptions outline the duties of the Texas Tech Police Department for the Lubbock TTUHSC campus only. The TTUHSC Abilene, Amarillo, Dallas, Midland and Odessa campuses rely on TTPD personnel during normal business hours, and on local police agencies after hours.

#### Patrol

Officers within the police department have the opportunity to serve within the patrol division where their primary purpose is to provide law enforcement services and community assistance. The patrol division is led by a Captain. Officers work campus social events, and participate in crime prevention and community-oriented policing programs. Officers respond to calls for law enforcement and general service, take reports of criminal incidents, respond to fire and intrusion alarms, assist in medical emergencies and respond to traffic accidents, in addition to various other duties.

#### Investigations

The Investigations division provides general and administrative investigations and special drug enforcement. The Investigations division is led by a Major who oversees the daily operations of the unit. Detectives receive specialized training in many areas, including (but not limited to): interview and interrogation, sexual assault investigation, burglary investigation, crime scene processing, computer crimes, and current drug trends.

#### Administrative

Officers can also be assigned to the crime prevention or training and recruiting units. These officers are responsible for providing community educational programs across campuses as requested or as the need arises. Training and recruiting has responsibility for the hiring of

new employees, background investigations of applicants, and training of those new employees and the overall general ongoing training of the officers within the department.

## **Communications**

The Communications center comprises police dispatchers who operate a 24- hour, seven-days-a-week dispatch center serving the Lubbock campus. Dispatchers are responsible for monitoring and dispatching officers to calls for service, assisting the campus community, and coordinating information flow between the public safety agencies in the area.

## **Guards**

In addition to police officers, the police department employs Guards. Guards patrol campus as necessary including monitoring the flow of traffic entering campus property. Guards provide crowd control and provide personal safety and security at TTUHSC functions, graduations, and other special events. Guards have the authority to enforce TTUHSC polices, but will call for an officer in most situations. Guards do not have the authority to arrest and their primary jurisdiction is all property owned by TTUHSC.

The Texas Tech Police Department (TTPD) does not provide primary law enforcement services to off-campus residences or apartments. Texas Tech University Health Sciences Center (TTUHSC) students live in neighborhoods surrounding the TTUHSC campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa), and the TTPD works in cooperation with local law enforcement agencies (local police departments, Sheriff's offices, fire departments, EMS, and Texas Department of Public Safety) within the cities where each TTUHSC campus is located.

For off-campus assistance, TTUHSC students, faculty, and staff should contact their local law enforcement or emergency services department. Contact information for local first-responder agencies for all TTUHSC campus locations can be found in in the Campus and Community Resources section of this report.

## **UNIVERSITY MEDICAL CENTER POLICE DEPARTMENT**

The primary duty, responsibility, and jurisdiction of the University Medical Center Police Department (UMCPD) is to provide law enforcement services to University Medical Center only, including the hospital, parking garage and parking lots, and streets surrounding the hospital.

The UMCPD is a police organization which provides response to all calls for assistance, support and crimes. The UMCPD is comprised of a Chief of Police, Police Officers, Security Officers and Security Officer Supervisors.

UMCPD Officers carry out numerous law enforcement tasks including patrolling assigned areas, responding to calls for police service, enforcing traffic laws, investigating crimes, and arresting offenders. TTPD and UMCPD regularly correspond and TTPD is available to respond to calls at the UMC hospital at the request of UMCPD.

## **LOCAL LAW ENFORCEMENT**

TTPD maintains professional working relationships with local law enforcement agencies within the communities surrounding the TTUHSC campuses. These relationships are maintained through active interaction and communication to help ensure timely, coordinated, efficient, and effective response to all crimes and emergencies occurring on TTUHSC campuses.

The local law enforcement agencies the TTPD works with include, but are not limited to the local law enforcement agencies located in the communities where TTUHSC campuses reside, including police and sheriff departments, Criminal District Attorney offices, Texas Department of Public Safety, Texas Alcoholic Beverage Commission, FBI, ATF, and the U.S. Marshal Service.

## **Mutual Aid Agreements**

The TTPD has formally entered into a Memorandum of Understanding for Law Enforcement Services with the Lubbock Police Department and the Lubbock County Sheriff's Office. This agreement addresses providing additional officers and equipment necessary to protect health, life, and property against violations of criminal law, including sexual assault investigations occurring on or off of TTUHSC property in Lubbock. No mutual aid agreements currently exist outside of the TTUHSC Lubbock campus (Abilene, Amarillo, Dallas, Midland, Odessa).

## **SAFETY SERVICES**

The mission of Safety Services is to work with the TTUHSC community to promote an environment that is safe and healthy for all students, faculty, staff, patients, visitors, and surrounding communities. The TTUHSC community has a responsibility to protect the environment and comply with applicable federal, state, and local regulatory requirements. Safety Services provides the support necessary for all TTUHSC campuses to meet these responsibilities. This is accomplished through the educational, technical, advisory, and operational support offered by the following departmental divisions: Administration, Emergency Preparedness, Environmental Protection, Fire & Life Safety, Laboratory Safety, Occupational Safety, Radiation Protection, and Safety Education & Training.

## **EMERGENCY PREPAREDNESS**

The Texas Tech University Health Sciences Center's [Emergency Preparedness website](#) houses important information regarding the STAT!Alert system, campus emergency plans, various safety trainings links, weather terminology and safety tips, emergency action guides, campus carry information, and emergency contact numbers and links.

## **TTUHSC THREAT ASSESSMENT TEAM**

Texas Tech University Health Sciences Center (TTUHSC) is committed to providing a safe and secure workplace, free from threats and violence, for all students, faculty, staff, patients, and visitors. TTUHSC Operating Policy and Procedure ([HSC OP: 76.08, Violence and Workplace Threats](#)) states: "Threats (including those made by mail, over the telephone, cell phone, by fax or by email), intimidation and acts of violence, with or without the presence of a weapon, will not be tolerated at TTUHSC. Reported violations of this policy will be investigated, documented and may result in disciplinary actions, up to and including immediate suspension and/or dismissal, and the filing of appropriate criminal charges."

All students, faculty, and staff, regardless of position, are responsible for the immediate reporting of any threats received, witnessed, or communicated to them. Students, faculty, and staff should also report unusual or threatening behavior, even though it may not be in the form of a direct threat, when such behavior makes the student(s), faculty member(s), or staff member(s) fearful for their continued safety or the safety of others. Reportable threats include those made by co-workers, students, or outsiders entering the workplace, such as a spouse, job applicants, patients, etc. Students, faculty, and staff must make such reports regardless of the relationship of the student, faculty, or staff member to the person who initiated the threat or behavior. Reports should be made immediately, without fear of retaliation, to a supervisor,

TTPD, or to any TTUHSC management member. TTUHSC supervisors or management must immediately report all incidents of threatening behavior to the Chief of Police or designee, or the Vice President for Human Resources or designee.

Nothing in this policy relieves a supervisor or manager from taking immediate action when the safety or security of students, faculty, or staff is threatened and time is crucial. Such action may include a call to the TTPD or local law enforcement, and/or suspension, or the temporary separation of students, faculty, or staff members in the workplace. This policy does not replace routine management actions such as counseling, reprimands, or changes in work assignments, as applicable. This policy is intended for those cases of immediate and/or continuing inappropriate action(s) or threat(s) including those where normal management and personnel actions have been ineffective and the possibility of violence is such that the TTPD and others need to be involved.

TTUHSC understands the sensitivity of the information provided and/or alleged in such reports as it pertains to student and employee rights to privacy and confidentiality. Appropriate procedures will be followed to limit the dissemination of reports on a need-to-know basis. Should a report prove to be false or actions misinterpreted as threats of violence, all reasonable steps should be taken to ensure the continued acceptance and effectiveness of the accused employee. The goal of the Threat Assessment Team in this regard is to balance the safety and security of students, faculty, and staff against the need for confidentiality of information.

### **TTUHSC INCIDENT RESPONSE TEAM**

The Incident Response Team provides support services during or after a traumatic event. The Team's services are not limited to violent acts. Should an act of violence occur, the Incident Response Team will consider the impact of the incident on the campus community and initiate appropriate debriefing, counseling, and support actions for the victims, co-workers, and families. An incident in this category may include serious or fatal injuries to one or more campus members in a manner that frightens or shocks segments of the community for a continuing period. The Incident Response Team will provide timely reports to the Chancellor, the President, Vice Presidents, and Deans.

### **TTUHSC TITLE IX OFFICE**

The U.S. Department of Education (USDE) published new Title IX regulations that took effect on August 1, 2024. However, Governor Abbott issued a letter indicating that the State of Texas would not comply with the USDE's effort to rewrite Title IX. Additionally, Attorney General Paxton filed suit in federal district court, seeking to postpone, hold unlawful, and set aside the new regulations.

Texas Tech University Health Sciences Center remains committed to providing a positive and safe learning, teaching and working environment for our community and takes seriously the rules guaranteeing all students equal access to effective educational programs, regardless of sex.

TTUHSC will continue to monitor the Texas lawsuit and while the underlying legality of the federal regulation remains in question, will not take steps to implement the new federal regulations, and will comply with the version of the regulations that have been in effect since 2020. Please refer to the [TTUHSC Title IX website](#) for updates as they become available.



## What is Title IX?

The United States Code of Federal Regulations, Title IX states, “No person in the United States shall, on behalf of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.” (20 USC §1681.) Members of the TTUHSC communities of students, faculty, staff, patients, and visitors have the right to be free from all forms of sex/gender harassment, discrimination, and misconduct, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. All members of the campus communities are expected to conduct themselves in a manner that does not infringe upon the rights of others.

## TTUHSC Statement of Policy

TTUHSC is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, patients and visitors are free from sex discrimination of any kind. In accordance with Title VII, Title IX, Violence against Women Act (VAWA), Campus Sexual Violence Elimination Act (SaVE), and other federal and state law, TTUHSC 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. Refer to [HSC OP: 51.02](#), Non-Discrimination and Anti-Harassment Policy and Complaint Procedure, [HSC OP: 51.03](#), Sexual Misconduct, the [TTUHSC Student Handbook](#), Part IV: Anti-Discrimination and Sexual Misconduct Policy and Procedures (including Title IX), and the [TTU System Regulation 07.06](#), Sexual Misconduct.

These policies apply to all TTUHSC students, faculty, staff, visitors, applicants for admission to or employment with TTUHSC, as well as affiliates and others conducting business on TTUHSC campuses. This policy will apply to on-campus and off-campus conduct of which TTUHSC is made aware and which adversely impacts the educational and employment environments of the TTUHSC campuses. TTUHSC 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.

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

TTUHSC does not tolerate and prohibits discrimination or harassment of students or employees based on, or related to sex (including pregnancy, sexual orientation and gender identity), race, national origin, religion, age, disability, protected veteran status, or other protected categories, classes, or characteristics. Actions related to admissions, employment, discipline, or extracurricular and academic opportunities shall not be made based on a student’s or employee’s protected status. Discriminatory behavior is prohibited regardless of the manner in which it is exhibited, whether verbally, in writing, or electronically displayed or conveyed.

Individuals who violate these policies and laws are subject to disciplinary action, up to, and including, expulsion or termination.

At TTUHSC, all employees, including student employees are deemed mandatory reporters. Employees who witness or receive information about sexual harassment, sexual assault, dating violence, domestic violence, and/or stalking in the course and scope of their employment that involve a current student or employee must file a report with the Title IX Coordinator.

## TTUHSC STUDENT AFFAIRS

TTUHSC Student Affairs engages a holistic approach to student success by building a diverse and inclusive community, supporting emotional, intellectual and personal growth, facilitating professional development and providing guidance toward a professional health career. Student Affairs is made up of several key areas that support students inside and outside of the classroom. These areas include the Office of the Registrar, Student Disability Services, Student Financial Aid, Student Life, Veterans Resource Center and Writing Center. More information regarding these services and more can be found at the [TTUHSC Student Affairs website](#).

The [Office of the Registrar](#) and TTUHSC are committed to excellence in the education of the TTUHSC student body. In support of TTUHSC's educational mission, the Office of the Registrar provides enrollment services to all the TTUHSC schools while protecting the integrity of student records.

The [Office of Student Disability Services](#) provides services for students with disabilities and encourages accessibility within the learning experience by educating the campus community on related issues.

The [Office of Student Financial Aid](#) provides support and resources for student loans, scholarships, and other sources of financial aid.

The [Office of Student Life](#) offers services, programs, and activities designed to enhance the student experience at TTUHSC and foster both academic excellence and personal growth. Additionally, international students can find support for academic and cultural adjustment and opportunities for involvement in the University community.

### Student Life Resources:

- [Student Health Insurance](#)
- [Student Organizations](#)
- [Student Travel Information](#)
- [Student Government Association](#)
- [Annual Events for Students](#)

The TTUHSC [Veterans Resource Center \(VRC\)](#) guides students utilizing their VA Benefits and Hazlewood Exemption. The office helps to ensure that all necessary documents are submitted and to certify student enrollments. The VRC also acts as the liaison between other TTUHSC departments and community-based resources. Space is also available through the VRC for military-affiliated students to study or relax.

The [Writing Center](#) is a free service that serves all faculty, researchers, students, staff, and medical residents on each campus and online. The goal of the Writing Center is to make you a better writer, and writers may submit two drafts each week.

## **Additional Services Provided to Students**

**[Student Legal Services \(SLS\)](#)** – TTUHSC has an agreement with Texas Tech University that provides access to Student Legal Services (SLS) at the TTUHSC. SLS provides legal advice, counsel, and limited representation for all currently enrolled TTUHSC students. SLS offers notary public services and mediation, as well as legal assistance with landlord-tenant matters, criminal law, traffic citations, small claims court cases, credit and collection issues, auto accident and personal injury matters, consumer fraud, contract law, estate planning, family law, and immigration law.

The **[Student Business Services](#)** Office provides management and oversight of student accounts receivable including billing, payments, refunds, exemptions and waivers, and third-party contract/sponsored accounts. They also manage the collection of federal and institutional loan programs, reconciling student data in the financial system, and the recording of departmental deposits in the financial system.

The **[Helping Hands Food Pantry](#)** exists to ensure our TTUHSC family members have access to nutritious food, and is a way that TTUHSC and our local communities stand together to combat food insecurity for our students.

**[Student Health Services](#)** – Each campus has an identified facility that students can access for health care services, wellness support and health education. A list of **[campus resources](#)** includes services for students by campus.

## **PROGRAM OF ASSISTANCE FOR STUDENTS AND EMPLOYEE ASSISTANCE PROGRAM**

The Counseling Center at TTUHSC is the Program of Assistance for Students (PAS) and Employee Assistance Program (EAP) for TTUHSC. The Counseling Center's licensed mental health professionals are committed to providing the best care for all TTUHSC students, faculty, and staff. Telehealth counseling is now available through The Counseling Center at TTUHSC. To be eligible for tele-visits, you must be an active TTUHSC student located outside of the Lubbock area.

To schedule tele-health counseling, or to contact either the PAS or EAP, please call 806-743-1327 or 1-800-327-0328 (24-hour), or e-mail **[counselingcenter@ttuhsc.edu](mailto:counselingcenter@ttuhsc.edu)**. Additional information can be found at the **[TTUHSC Counseling Center website](#)**. The Counseling Center offices are located in the Texas Tech University Health Sciences Center, 3601 4th Street (facing 4th Street, between Indiana Ave and the Texas Tech Parkway). The waiting room is Room 1A300 (first floor, east wing of TTUHSC), just past the Psychiatry Clinic.

### **Program of Assistance for Students**

The TTUHSC Program of Assistance for Students (PAS) is a resource to promote health and wellness in student's personal and academic life. PAS counselors are trained in addressing all types of problems, including family and relationship problems, depression, excessive stress, anxiety and substance abuse.

TTUHSC provides up to eight (8) free counseling sessions for each student per fiscal year (September 1 - August 31). Any TTUHSC student can receive assistance at no cost. Counseling services consist of assessment, brief therapy, and follow-up. If it is determined that a person needs long-term therapy, or other psychiatric or psychological services, a referral will be made to the appropriate professional.

## **Employee Assistance Program**

The Counseling Center provides consultation and therapeutic services to employers, and their employees, with the primary mission being to promote health and wellness in the workplace. The Employee Assistance Program addresses a full range of emotional and behavioral problems that impair job performance and contribute to rising employer costs. As an EAP, the Counseling Center provides prevention, assessment, treatment, and follow-up services to employees and their family members.

## **Live Well**

The [Live Well website](#) is part of Well Beyond, the TTUHSC Quality Enhancement Plan for promoting the well-being of all TTUHSC students. As a comprehensive health sciences center, TTUHSC seeks to produce knowledgeable healthcare professionals who prioritize self-care and seek to achieve healthy balances across multiple dimensions of their lives. This site focuses on emotional well-being, and provides easy-to-use self-care practices.

## **Therapy Assistance Online (TAO)**

[TAO](#) is a free (to students and employees), interactive, web-based program that provides well-researched and highly effective strategies to help overcome anxiety, depression and other common concerns. With TAO, you will have immediate access to highly effective therapy modules 24/7.

**CAMPUS AND COMMUNITY RESOURCES**

**Texas Tech University Health Sciences Center – LUBBOCK CAMPUS**

<b>Campus Resources</b>	<b>Number</b>
Texas Tech Police Department (non-emergency)	806-742-3931
University Medical Center Police Department (non-emergency)	806-775-9993
TTUHSC Department of Safety Services – Lubbock	806-743-2597
TTUHSC Facilities Operations – Lubbock	806-743-2070
Title IX – Lubbock	806-743-9861
TTUHSC Office of Student Affairs – Lubbock	806-743-2300
TTUHSC Office of Equal Opportunity – Lubbock	806-742-3627
TTUHSC Program of Assistance for Students (PAS) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Employee Assistance Program (EAP) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Office of Communications and Marketing - Lubbock	806-743-1450
TTUHSC Office of General Counsel - Lubbock	806-742-2155
TTUHSC Information Technology – Lubbock	806-743-1234
TTUHSC Office of Human Resources – Lubbock	806-743-2865

<b>Community Resources</b>	<b>Number</b>
Lubbock Police Department (non-emergency)	806-775-2865
Lubbock Police Department Homeless Outreach Team	806-775-2975
Lubbock County Sheriff’s Office (non-emergency)	806-775-1400
Texas Department of Public Safety (non-emergency)	806-472-2800
Lubbock Crime Line	806-741-1000
Lubbock EMS (non-emergency)	806-775-8725
UMC Health System Emergency Center	806-775-8200
Covenant Medical Center Emergency Department	806-725-0000
Lubbock Fire Rescue (non-emergency)	806-775-2632
Lubbock Rape Crisis Center	806-763-3232
Lubbock Suicide Prevention (24/7)	988 or <a href="https://www.988lifeline.org">988lifeline.org</a>
Starcare Crisis Team	806-740-1414

<b>Other General Resources</b>	<b>Number</b>
Child Abuse Hotline	800-422-4453
Mental Health Crisis Line	800-662-4357
U.S. Department of Education Office of Civil Rights	800-421-3481
National Drug Abuse Hotline and Treatment Locator Service	1-877-872-0540
National Drug Abuse Hotline	800-662-4357
National Clearinghouse for Alcohol & Drug Abuse	800-729-6686
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233
Emergency Police / Medical / Fire Services	911
Poison Control Center	1-800-222-1222

**CAMPUS AND COMMUNITY RESOURCES**

**Texas Tech University Health Sciences Center – ABILENE CAMPUS**

<b>Campus Resources</b>	<b>Number</b>
Texas Tech Police Department Abilene Campus Security Office	325-696-0438
Title IX (Lubbock)	806-743-9861
TTUHSC Office of Student Affairs – Lubbock	806-743-2300
TTUHSC Office of Equal Opportunity – Lubbock	806-742-3627
TTUHSC Program of Assistance for Students (PAS) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Employee Assistance Program (EAP) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Office of Communications and Marketing – Lubbock	806-743-1450
TTUHSC Facilities Operations – Abilene	325-696-0455
TTUHSC Office of General Counsel – Lubbock	806-742-2155
TTUHSC Information Technology – Lubbock	806-743-1234
TTUHSC Department of Safety Services – Abilene	325-696-0448
TTUHSC Office of Human Resources – Abilene	325-696-0645

<b>Community Resources</b>	<b>Number</b>
Abilene Police Department (non-emergency)	325-673-8331
Taylor County Sheriff's Office (non-emergency)	325-674-1301
Texas Department of Public Safety (non-emergency)	325-695-0988
Abilene Crime Line	325-676-8477 1-800-868-8477
Abilene EMS & Fire Department(non-emergency)	325-676-6676
Hendrick Health System Emergency Care Centers Waters Emergency Care (Northside) Hendrick Medical Plaza (Mid-Town) Hendrick Medical Center South (Southside)	Northside: 325-670-2151 Mid-Town: 325-307-6351 Southside: 325-428-1000
Abilene Rape Crisis Center	325-677-7895
Abilene Suicide Prevention (24/7)	800-273-8255
Local Counseling Services Life Renovations	Mandi Goretska 325.725.7100 Martin Pittman 325.939.8413

<b>Other General Resources</b>	<b>Number</b>
Child Abuse Hotline	800-422-4453
Mental Health Crisis Line	800-662-4357
U.S. Department of Education Office of Civil Rights	800-421-3481
National Drug Abuse Hotline and Treatment Locator Service	1-877-872-0540
National Drug Abuse Hotline	800-662-4357
National Clearinghouse for Alcohol & Drug Abuse	800-729-6686
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233
Emergency Police / Medical / Fire Services	911
Poison Control Center	1-800-222-1222

**CAMPUS AND COMMUNITY RESOURCES**

**Texas Tech University Health Sciences Center – AMARILLO CAMPUS**

<b>Campus Resources</b>	<b>Number</b>
Texas Tech Police Department Amarillo Campus Security Office	806-441-9969
Title IX (Lubbock)	806-743-9861
TTUHSC Office of Student Affairs – Lubbock	806-743-2300
TTUHSC Office of Equal Opportunity – Lubbock	806-742-3627
TTUHSC Program of Assistance for Students (PAS) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Employee Assistance Program (EAP) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Office of Communications and Marketing – Amarillo	806-414-9360
TTUHSC Facilities Operations – Amarillo	806-414-9670 After Hours 806-679-4890
TTUHSC Office of General Counsel – Lubbock	806-742-2155
TTUHSC Information Technology – Amarillo	806-354-5404
TTUHSC Department of Safety Services – Amarillo	806-414-9929
TTUHSC Office of Human Resources – Amarillo	806-414-9950

<b>Community Resources</b>	<b>Number</b>
Amarillo Police Department (non-emergency)	806-378-3038
Potter County Sheriff’s Office (non-emergency)	806-379-2900
Randall County Sheriff’s Office (non-emergency)	806-468-5800
Texas Department of Public Safety (non-emergency)	806-468-1300
Amarillo Crime Stoppers	806-374-4400
Amarillo EMS (non-emergency)	806-358-7111
BSA Health System Emergency Services	806-212-2000
Northwest Texas Healthcare System Emergency Services	806-354-1000
Amarillo Fire Department (non-emergency)	806-378-9360
Amarillo Crisis Center (Family Support Services)	806-374-5433
Amarillo Suicide Prevention (24/7)	806-359-6699 1-800-273-8255
Local Counseling Services	806-356-0404
Professional Counseling & Biofeedback Center	888-356-0404 (toll free)

<b>Other General Resources</b>	<b>Number</b>
Child Abuse Hotline	800-422-4453
Mental Health Crisis Line	800-662-4357
U.S. Department of Education Office of Civil Rights	800-421-3481
National Drug Abuse Hotline and Treatment Locator Service	1-877-872-0540
National Drug Abuse Hotline	800-662-4357
National Clearinghouse for Alcohol & Drug Abuse	800-729-6686
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233
Emergency Police / Medical / Fire Services	911
Poison Control Center	1-800-222-1222

**CAMPUS AND COMMUNITY RESOURCES**

**Texas Tech University Health Sciences Center – DALLAS CAMPUS**

<b>Campus Resources</b>	<b>Number</b>
Texas Tech Police Department Dallas Campus Security Office	325-696-0438
Title IX (Lubbock)	806-743-9861
TTUHSC Office of Student Affairs – Lubbock	806-743-2300
TTUSHC Office of Equal Opportunity – Lubbock	806-742-3627
TTUHSC Program of Assistance for Students (PAS) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Employee Assistance Program (EAP) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Office of Communications and Marketing – Lubbock	806-743-1450
TTUHSC Facilities Operations – Abilene	432-703-5091
TTUHSC Office of General Counsel – Lubbock	806-742-2155
TTUHSC Information Technology – Lubbock	806-743-1234
TTUHSC Department of Safety Services – Abilene	325-696-0549
TTUHSC Office of Human Resources – Dallas	214-358-9506

<b>Community Resources</b>	<b>Number</b>
Dallas Police Department (non-emergency)	214-671-3001
VA Police (VA Campus non-emergency)	214-742-8387 Facility Phones: 70411
Dallas County Sheriff’s Office (non-emergency)	214-653-3450
Texas Department of Public Safety (non-emergency)	409-933-1130
Dallas Crime Stoppers	214-373-8477
Baylor University Medical Center Emergency Center	214-820-0111
Parkland Hospital Emergency Room	214-590-8000
Methodist Dallas Medical Center Emergency Center	214-947-8181
William P. Clements Jr. University Hospital	214-633-5555
Dallas Fire-Rescue & EMS	911
Dallas Rape Crisis Center	214-712-4900
Dallas Suicide Prevention (24/7)	214-828-1000
Local Counseling Services The Center for Integrative Counseling & Psychology	214-526-4525

<b>Other General Resources</b>	<b>Number</b>
Child Abuse Hotline	800-422-4453
Mental Health Crisis Line	800-662-4357
U.S. Department of Education Office of Civil Rights	800-421-3481
National Drug Abuse Hotline and Treatment Locator Service	1-877-872-0540
National Drug Abuse Hotline	800-662-4357
National Clearinghouse for Alcohol & Drug Abuse	800-729-6686
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233
Emergency Police / Medical / Fire Services	911
Poison Control Center	1-800-222-1222



**CAMPUS AND COMMUNITY RESOURCES**

**Texas Tech University Health Sciences Center – MIDLAND CAMPUS**

<b>Campus Resources</b>	<b>Number</b>
Texas Tech Police Department Odessa Campus Security Office	432-620-1082
Title IX (Lubbock)	806-743-9861
TTUHSC Office of Student Affairs – Lubbock	806-743-2300
TTUHSC Office of Equal Opportunity – Lubbock	806-742-3627
TTUHSC Program of Assistance for Students (PAS) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Employee Assistance Program (EAP) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Office of Communications and Marketing Permian Basin	806-928-8058
TTUHSC Facilities Operations – Odessa	432-703-5091
TTUHSC Office of General Counsel – Lubbock	806-742-2155
TTUHSC Information Technology – Odessa	432-335-5108
TTUHSC Department of Safety Services – Odessa	432-703-5485
TTUHSC Office of Human Resources – Odessa	432-703-5351

<b>Community Resources</b>	<b>Number</b>
Midland College Police Department (non-emergency)	432-685-4734
Midland Police Department (non-emergency)	432-685-7100
Midland County Sheriff’s Office (non-emergency)	432-688-1040
Texas Department of Public Safety (non-emergency)	432-498-2140
Midland Crime Stoppers	432-694-8477
Midland EMS (non-emergency)	432-685-7108
Midland Fire Department (non-emergency)	432-685-7436
Midland Rape Crisis Center	432-682-7273
Permian Basin Suicide Prevention (24/7)	432-570-3300 1-800-784-2433
Local Counseling Services Samaritan Counseling Center of West Texas	432-563-4144

<b>Other General Resources</b>	<b>Number</b>
Child Abuse Hotline	800-422-4453
Mental Health Crisis Line	800-662-4357
U.S. Department of Education Office of Civil Rights	800-421-3481
National Drug Abuse Hotline and Treatment Locator Service	1-877-872-0540
National Drug Abuse Hotline	800-662-4357
National Clearinghouse for Alcohol & Drug Abuse	800-729-6686
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233
Emergency Police / Medical / Fire Services	911
Poison Control Center	1-800-222-1222

**CAMPUS AND COMMUNITY RESOURCES**

**Texas Tech University Health Sciences Center – ODESSA CAMPUS**

<b>Campus Resources</b>	<b>Number</b>
Texas Tech Police Department Odessa Campus Security Office	432-703-5119
Title IX (Lubbock)	806-743-9861
TTUHSC Office of Student Affairs – Lubbock	806-743-2300
TTUHSC Office of Equal Opportunity – Lubbock	806-742-3627
TTUHSC Program of Assistance for Students (PAS) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Employee Assistance Program (EAP) – Lubbock	806-743-1327 800-327-0328 (24-hour)
TTUHSC Office of Communications and Marketing Permian Basin	806-928-8058
TTUHSC Facilities Operations – Odessa	432-703-5091
TTUHSC Office of General Counsel – Lubbock	806-742-2155
TTUHSC Information Technology – Odessa	432-335-5108
TTUHSC Department of Safety Services – Odessa	432-703-5485
TTUHSC Office of Human Resources – Odessa	432-703-5150

<b>Community Resources</b>	<b>Number</b>
Odessa Police Department (non-emergency)	432-333-3641
Ector County Sheriff's Office (non-emergency)	432-335-3050
Texas Department of Public Safety (non-emergency)	432-332-0637
Odessa Crime Stoppers	432-333-8477
Odessa EMS (non-emergency)	432-257-0502
Odessa Fire Department (non-emergency)	432-335-3318
Odessa Rape Crisis Center	432-333-2527
Permian Basin Suicide Prevention (24/7)	432-333-3265 1-800-784-2433
Local Counseling Services Samaritan Counseling Center of West Texas	432-563-4144

<b>Other General Resources</b>	<b>Number</b>
Child Abuse Hotline	800-422-4453
Mental Health Crisis Line	800-662-4357
U.S. Department of Education Office of Civil Rights	800-421-3481
National Drug Abuse Hotline and Treatment Locator Service	1-877-872-0540
National Drug Abuse Hotline	800-662-4357
National Clearinghouse for Alcohol & Drug Abuse	800-729-6686
National Sexual Assault Hotline	800-656-4673
National Domestic Violence Hotline	800-799-7233
Emergency Police / Medical / Fire Services	911
Poison Control Center	1-800-222-1222



# CAMPUS SAFETY AND SECURITY

GENERAL INFORMATION

SECURITY, ACCESS, AND MAINTENANCE TO CAMPUS FACILITIES

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## GENERAL INFORMATION

Texas Tech University Health Sciences Center (TTUHSC) is committed to maintaining a safe, secure, and healthy educational environment for all students, faculty, staff, patients, and visitors to the TTUHSC campus communities located in Lubbock, Abilene, Amarillo, Dallas, Midland, and Odessa. The safety and security of individuals and TTUHSC is not the sole responsibility of the Texas Tech Police Department (TTPD), University Medical Center Police Department (UMCPD), or local law enforcement agencies, but also depends on the individual commitment of students, faculty and staff to look out for themselves and others.

What individuals do, or fail to do, affects their own safety and security, as well as the safety and security of others. TTUHSC has established policies to protect and maintain the safety, security, and well-being of its students, faculty, staff, patients, and visitors within the campus communities. Violators of those policies risk disciplinary actions from TTUHSC, as well as prosecution by federal, state and local law enforcement agencies.

TTPD helps to deter criminal opportunities by educating the members of all TTUHSC communities. This education encourages students, faculty and staff to be responsible for their own safety and security, as well as the safety and security of others.

Throughout the academic year, various departments on TTUHSC campuses provide additional crime prevention education and awareness programs on sexual assault, domestic violence, dating violence, stalking, drug and alcohol awareness, and maintaining a healthy lifestyle.

## SECURITY, ACCESS, AND MAINTENANCE TO CAMPUS FACILITIES

### Security and Access to Campus Facilities

Generally, TTUHSC facilities on all campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) are secured from general public access, and are only accessible by authorized students, faculty, and staff. Public access is typically only permitted at entrances designated specifically for entry by the general public. During the times TTUHSC is officially closed, buildings are generally locked, and only faculty, staff, and students with appropriate authorization are permitted access. In addition, many offices, labs, computer rooms, and other secure areas have alarm systems and camera monitoring systems.

The campus “access control” systems provide electronic access to all TTUHSC-owned buildings on all campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa). The access system is overseen by TTPD. The system is frequently tested and updated to ensure proper function.

*Note: TTUHSC does not own or control any student housing; therefore, no special programming or access schedules for student housing is necessary.*

### Maintenance of Campus Facilities

TTUHSC Facilities Operations and Maintenance personnel are available on the Lubbock, Abilene, Amarillo, Dallas, Midland, and Odessa campuses and are responsible for maintaining the buildings and grounds at their respective campuses during normal business hours. Each of these campuses have after-hours contact numbers for after-hour service, and each campus may contact Lubbock (24-hours) for assistance if there is an after-hours need. For after-hours service in Dallas, individuals may contact the Abilene campus for assistance. Contact information for TTUHSC Facilities and Operations for each campus can be found Campus and Community Resources Section of this report. The TTUHSC Facilities and Safety Services group

addresses general maintenance, renovation, and repair projects, and may provide services for landscaping and grounds.

Safety and security lighting have been provided in strategic locations on each of the TTUHSC campuses. When individuals notice exterior lights are not working, they should report the location to the TTUHSC Facilities Operations and Maintenance department specific to their campus. Contact information can be found in Campus and Community Resources Section of this report for each campus. Additionally, employees on every campus can go to the [Facilities and Safety Services website](#) where they can submit an online request for any maintenance issues.

## EMERGENCY RESPONSE AND EVACUATION PROCEDURES

TTUHSC recognizes certain emergency situations may occur which would require an immediate response from emergency services. In addition, the TTUHSC Emergency Operations Center (EOC) may be activated to respond to that emergency or to prepare for an impending threat, such as a severe weather event. TTUHSC Operating Policy and Procedure ([HSC OP](#)): [76.01, Emergency Management Plan](#) provides the framework for planning and the resources necessary to protect the health, safety and welfare of the members of the TTUHSC communities and preserve both public and private property. The Emergency Management Plan (EMP) is an “all-hazards” approach to emergency planning, and provides organizational guidance for response to all types and severity of emergency events. The EMP addresses all phases of emergency management including prevention, mitigation, preparedness, response, and recovery. The EMP is built on the templates provided to by the Texas Division of Emergency Management (TDEM). The plan is designed to enhance the protection of lives and property through effective use of TTUHSC and community resources within the locations of each TTUHSC campus.

TTUHSC has adopted the National Incident Management System (NIMS) in accordance with Homeland Security Presidential Directive (HSPD)-5. This system provides a consistent approach to the effective management of a wide range of emergencies and allows integrated response activities using a set of standardized procedures designed to improve interoperability between all levels of government, private sector, and non-governmental organizations. The TTPD or local campus administration will normally disseminate resulting warnings issued by the EOC by activating appropriate warning systems, with the exception that the EOC’s Public Information Officer (PIO) may also disseminate emergency public information directly to the media or general public.

Based on the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of individuals, TTUHSC will immediately notify the campus community affected. More information about Emergency Notifications and Timely Warnings can be found in the Campus and Community Notifications Section of this report. For more information regarding TTUHSC emergency notification procedures please visit the [TTUHSC Emergency Preparedness website](#).

### Testing of the Emergency Management Plan

In accordance with Texas Education Code Section 51.217 and United States Public Law 110-315 Title IV, the TTUHSC Emergency Management Coordinator (EMC) schedules and executes at least one test of the TTUHSC emergency response and evacuation procedures annually on each campus (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa). The test may be announced or unannounced and will meet all of the following criteria:

- Be scheduled;
- Contain drills, exercises, and after-action activities; and
- Be designed for assessment and evaluation of emergency plans and capabilities.

The tests are in the form of one of the following:

- A mandatory Emergency drill;
- Tabletop exercise;
- Functional exercise; or
- Full-scale exercise.

The tests, at a minimum, include testing of procedures for immediate emergency notifications of threats. All tests conducted are followed up by an “after action review,” the purpose of which is to determine which procedures need to be sustained and how procedures need to be refined or improved to enable more effective emergency response, evacuation, and emergency notification procedures.

The current plan is tested in various ways across all TTUHSC campuses. Mass emails and text alerts are tested regularly, and exercises or drills are conducted periodically for each campus. In 2023, a full-scale exercise and drills with the city were conducted pertaining to fire alarms, tornadoes and other severe weather threats, as well as general emergency planning for each campus.

TTUHSC tests the emergency notification systems at least once each semester (Fall, Spring, Summer) by sending a test message to each TTUHSC campus community (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) via STAT!Alert (text, email, telephone) and digital signage. These tests are evaluated for timeliness and message distribution and allows the TTUHSC campus communities to ensure the information in the system is accurate.

## **Evacuation Procedures**

If appropriate and possible, campus and building evacuations will be completed according to the Emergency Management Plan (EMP). TTUHSC buildings have emergency signage to assist with evacuation of the buildings.

For most major campus emergencies, the EMP activation begins at the discretion of the Incident Response Team (IRT). Based on recommendations from the police and other responding agencies, the Incident Response Team, after consultation with the TTUHSC President or designee, will declare an emergency and activate the EMP to the extent necessary.

## **Building Evacuation**

All building evacuations will be conducted as indicated below:

- When an alarm sounds and/or upon notification by the police, fire marshal, faculty, staff, or designee;
- When the fire alarm is activated during an emergency, prompting departure out the nearest marked exit, and alerting others to do the same;
- Assisting those requiring special accommodations to exit the building;
- In the event of an emergency, do not use the elevators unless instructed to do so;
- Once outside, proceed to the Designated Outside Safe Meeting Area (DOSMA) that should be at least 200 feet away from the affected building;
- Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel; and

- DO NOT return to an evacuated building unless told to do so by a designated TTUHSC official.

## **Campus Evacuation**

Evacuation of all or part of any TTUHSC campus will be announced by TTPD or the TTUHSC Office of the President (or designee) via the STAT!Alert Emergency Notification System. All persons (students, faculty, staff, patients, visitors) are to immediately vacate the site in question and relocate to another area of the campus or other designated location as directed. Students, faculty and staff should assist patients and visitors in exiting the site. Specific instruction on where to go will be included in the emergency evacuation notification.

## **Shelter-In-Place**

When the STAT!Alert Emergency Notification System is activated, the message will notify the campus community members of the emergency situation, its exact location, and will most likely request community members to protect themselves by evacuating the affected area if it is safe to do so. If it is not safe to evacuate, community members may be asked to employ “shelter-in-place” procedures. TTUHSC authorities may instruct the campus community members to shelter-in-place if a condition exists that is potentially life threatening and has an immediate threat to the health and personal safety of the campus community. Immediate threats would include, but are not limited to: active shooter incidents, mass acts of violence, tornadoes, terrorist attacks, or hazardous materials incidents. Campus community members should assist patients and visitors to safely shelter-in-place.

Shelter-in-place means to take immediate shelter where you are at the time of a shelter-in-place notification, whether in an academic or administrative building. Community members should remain in a shelter-in-place status until the all-clear is communicated by emergency response personnel or the STAT!Alert Emergency Notification System. Shelter-in-place procedures include the following:

- If possible to safely evacuate a potentially dangerous or hazardous situation, community members should do so immediately;
- If it is not possible to safely evacuate and you are inside, stay in place;
- If outdoors, proceed into the nearest building quickly, or follow instructions from emergency personnel;
- Locate a ground level, interior room without windows, to shelter inside;
- Close and lock, if possible, all windows and exterior doors;
- Doors and windows may need to be barricaded, if possible;
- Turn off air conditioners, heaters, and fans;
- Close vents to ventilation systems, as possible; and
- Make a list of people who are sheltering-in-place in the room or area, and have someone communicate the list in to TTPD, local law enforcement or other responding agencies to inform them of the personnel at the location.

## **Off-Campus Emergencies**

TTPD or other campus officials may receive emergency information from local law enforcement agencies regarding incidents within the immediate vicinity of any TTUHSC campuses that could imminently impact the safety of TTUHSC community members. When appropriate, TTPD or the Office of the President (or designee) will notify the campus community of off-campus threats that could also represent a threat to the health or safety of students, faculty, staff, patients, or visitors.

**CRIME PREVENTION**

The cooperation and involvement of all members of the TTUHSC communities is essential in promoting safety and security. Students, faculty, and staff must assume responsibility for their own personal safety and the security of their personal belongings by taking simple, common-sense precautions. An individual's awareness of their surroundings is the best place to start. Individuals should always report any suspicious individuals or vehicles any at campus or TTUHSC property to TTPD or the local law enforcement agency.

TTUHSC suggests following the crime prevention and personal safety tips, which can contribute to the safety and security of the TTUHSC campus communities, included in the following table:

<b>Personal Property</b>	<ul style="list-style-type: none"> <li>• Record serial numbers of personal property and mark personal items you're your name.</li> <li>• Keep your credit cards, debit cards and important documents out of sight and secure.</li> <li>• Leave items of high monetary value at home.</li> <li>• Do not leave personal property unattended.</li> <li>• Do not carry excess cash.</li> <li>• Keep purses, wallets, or backpacks close to your body.</li> </ul>
<b>Homes and Apartments</b>	<ul style="list-style-type: none"> <li>• Keep your home or apartment locked and keep your keys with you.</li> <li>• Do not prop open exterior doors of homes or apartments.</li> <li>• Do not attach your name and address to your keys.</li> <li>• Do not let strangers enter your home or apartment.</li> <li>• If someone knocks on your door, find out who it is before you open the door.</li> <li>• Never give out your personal information.</li> <li>• Do not leave a message on your door concerning your whereabouts.</li> <li>• Report any lost or stolen keys immediately.</li> </ul>
<b>Vehicles</b>	<ul style="list-style-type: none"> <li>• Lock your car and keep your car keys with you at all times.</li> <li>• Do not leave valuable items in your car.</li> <li>• Do not park in isolated areas.</li> </ul>
<b>General Information</b>	<ul style="list-style-type: none"> <li>• At night, travel in well-lighted areas and in pairs, when possible.</li> <li>• Report incidents or suspicious activity or persons to police:             <ul style="list-style-type: none"> <li>➤ Call 911 if an emergency;</li> <li>➤ Call TTPD non-emergency number;</li> <li>➤ Call local law enforcement non-emergency number.</li> </ul> </li> <li>• Notify the police if you have a protective order issued against an individual listing TTUHSC as a protected location.</li> </ul>

**Safety and Security Awareness Programs for Students and Employees**

The TTUHSC communities are informed of incidents of crime and the importance of reporting crimes. Crime prevention is a top priority of TTUHSC. From orientation to commencement, students are afforded the opportunity to learn from an array of programs designed to create a safe and secure campus environment. Crime prevention and awareness programs usually begin with new student or new employee orientation sessions and are available throughout the student or employee's tenure with TTUHSC. Presentations outline ways to maintain personal safety and home or apartment security. Topics covered by the programs include, sexual misconduct awareness and prevention, bystander intervention, active shooter awareness and response, alcohol and substance abuse awareness, the Student Code of Conduct, academic dishonesty, civility, and hate crime awareness. Programs are offered on a continual basis and as requested.



TTPD supports a proactive crime prevention effort. Safety and education programs are also supported by the offices of Student Affairs, Human Resources, and Safety Services who work with members of the campus communities in an effort to promote safety and security education.

## **Active Shooter Awareness and Response**

TTPD offers classroom and online active shooter training. For more information call 806-742-3931 or view a [recording of the training](#) on the TTPD website.

TTUHSC also has active shooter training resources available on the [TTUHSC Emergency Preparedness web site](#). Active shooter training resources can be found under the Active Shooter Training and Emergency Action Guides tabs.

TTUHSC also provides Stop the Bleed training to assist students, faculty, and staff to be better prepared for an active shooter response. This group training can be scheduled by contacting the TTUHSC Department of Safety Services at 806-743-2597, and can be provided at all TTUHSC campuses. Bleeding control kits are available in all AED cabinets throughout all TTUHSC campuses.

## **Blue Light Emergency Phones (Lubbock only)**

The blue light emergency phones located on the TTUHSC Lubbock campus are direct lines to the TTPD. The phones can be easily recognized by the blue light mounted above the phone box. These are to be used for reporting emergencies. Blue light emergency phones are not located on any other TTUHSC campuses.

## **OFF CAMPUS STUDENTS AND STUDENT ORGANIZATIONS**

TTUHSC has officially recognized student organizations which may have non-campus facilities. If these facilities exist, they will fall within the jurisdiction of the local law enforcement agencies within the cities TTUHSC campuses are located, and those agencies respond to those locations when police services are required. TTUHSC relies on its close working relationships with local law enforcement agencies to receive information about incidents involving TTUHSC students and recognized student organizations. If a local law enforcement agency responds to a non-campus student organization property in response to a citizen complaint or police officer concern, the police may notify TTPD or TTUHSC to provide support or assistance to one of those locations. Local law enforcement agencies do this as a courtesy, and they are not required to notify or involve TTPD or TTUHSC when they respond to a call involving private property.

When there is potential that a TTUHSC student is involved in an offense while off campus, TTPD may assist with the investigation in cooperation with local, state or federal law enforcement agencies. Local law enforcement agencies may provide information about criminal activity at properties owned or controlled by registered student organizations to the TTPD or TTUHSC. If the TTPD learns of criminal activity at off-campus or Clery Act non-campus locations involving students or student organizations officially recognized by TTUHSC, it will forward information about the situation to the Office of Student Affairs.

For purposes of reporting the data in the Annual Disclosure of Crime Statistics found in the Annual Disclosure of Campus Crime Statistics Section of this report, the term “non-campus buildings” includes areas off campus owned or controlled by registered student organizations. TTUHSC has no responsibility for security policies, procedures, or safety at these locations.

### Off-Campus Safety Considerations

Living off-campus in apartments or homes requires different considerations for safety:

- Make sure the locks have been changed since the previous tenants moved out;
- List only your first initial and last name on a mailbox;
- Leave lights on or put them on a timer when you are away for an extended period of time or plan to arrive home after dark; and
- If your keys are lost or stolen, change your locks immediately.

When you find a new place to live, prior to moving in and signing a lease, be mindful of security and carefully inspect your potential home. Here are some questions to keep in mind:

- How safe is the neighborhood?
- Are there functioning smoke detectors throughout the unit, especially near the bedroom area(s)?
- Is there sufficient lighting indoors and outdoors?
- Is the landscaping maintained to keep windows, doors, and walkways visible and to eliminate hiding places?
- Are there quality locks with a deadbolt on doors, as well as locks on the windows?
- Does the route to walk to and from parking lots or public transportation appear safe?

## CAMPUS SECURITY POLICIES

### Responding to an Active Shooter Situation

Campus shooting incidents are unpredictable. A person's immediate response will depend on the specific situation he or she is facing.

A person should exit the building or incident area immediately when he or she becomes aware of the incident and move away from the immediate path of danger. The following additional steps are recommended:

- Notify additional bystanders to immediately exit the area due to a shooter in the building or area.
- Call 911 when safe to do so and provide the following information to the dispatcher:
  - The exact location of the incident;
  - Number and description of shooters involved;
  - Number of persons involved (Victims/Hostages);
  - Physical description of known weapons or destructive devices;
  - Injuries to anyone, if known;
  - Caller's exact location; and
  - Caller's name and call back phone number.
- If the caller cannot talk due to an imminent threat, leave the line open so the dispatcher can hear what is happening and the call can be recorded.

If exiting the building is not possible, consider taking the following action:

- Go to the nearest room or office;
- Close and lock the door(s) and/or windows;
- Turn off the lights;
- Seek protective cover;
- Silence phones;
- Keep quiet and act as if no one is in the room;
- Do not answer the door; and

- Coordinate with others and be prepared to fight if confronted by the shooter prior to the arrival of law enforcement.

Upon calling and providing the aforementioned information to the dispatcher, wait for police personnel to assist in exiting the building.

If not immediately impacted by the incident, take the following action:

- Stay away from the building or incident area;
- Notify anyone near the area to stay away from the building or incident area;
- Obey all verbal directions or commands given by police personnel; and
- Take protective cover and stay away from all doors and windows.

*NOTE: Police Officers from multiple agencies are likely to respond to incidents involving an active shooter. Remember that the police are there to isolate and stop the shooter first, and then will make every effort to ensure the wounded are evacuated and provided with medical treatment. In the event police are encountered while still inside of a building, or within an area being targeted by the shooter, a person may be treated as a suspect or a potential threat. The procedures a person may witness are not intended to further traumatize victims, but are instead performed to ensure no potential threats are overlooked and all potential threats are stopped. A bystander should immediately obey all verbal directions and commands given, and realize the police will make every effort to ensure bystanders' safety.*

## **Sex Offender Information**

### **Federal Requirements**

In October 2000, the Federal Campus Sex Crimes Prevention Act [20 U.S.C. § 1092 amended Section 170101 of the Violent Crime Control and Law Enforcement Act of 1994. The Campus Sex Crimes Prevention Act requires sex offenders who are required to register under state law to also provide notice of their enrollment or employment at any institution of higher learning in the state where he/she resides starting in October 2002.

Title I of the Adam Walsh Child Protection and Safety Act, The Sex Offender Registration and Notification Act (SORNA) provides for the registration and tracking of sex offenders. Institutions of higher education are required to issue a statement advising the campus community of where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The law 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, or is a student.

### **Texas Sex Offender Registration Program**

The Texas Sex Offender Registration Program (Chapter 62 of the Code of Criminal Procedure) is a sex offender registration and public notification law designed to protect the public from sex offenders. This law requires adult and juvenile sex offenders to register with the local law enforcement authority of the city they live in or, if the offender does not reside in a city, with the local law enforcement authority of the county where they reside.

Registration involves the offender providing the local law enforcement authority their name, address, a color photograph, and the offense the offender was convicted or adjudicated for. Registered sex offenders are required to periodically report to the local law enforcement authority and verify the accuracy of the registration information and to promptly report certain

changes in the information as those changes occur. A sex offender who fails to comply with any registration requirement is subject to felony prosecution.

### **Who May Receive Campus-Related Sex Offender Data**

The TTPD may release sex offender information (name and known aliases, age, gender, race, physical description, photograph, crimes that were the basis for the registration requirement, date of last registration) relating to campus affiliated sex offenders to anyone who:

- Is over 18-years of age and a member of the campus community;
- Is not themselves a registered sex offender;
- Is willing to certify to the understanding that the release of registered sex offender information is for the purpose of allowing members of the campus community to protect themselves and their children from sex offenders;
- Is willing to certify an understanding that it is illegal to use the sex offender registration information to harass, discriminate, or commit a crime against any person who has been identified as a sex offender; and
- Is willing to sign a “Registered Sex Offender View Form.”

Campus-affiliated registered sex offender information is available for inspection by members of the community (by appointment) at the Texas Tech Police Department during business hours. Call 806.742.3931 for more information.

### **Public Access to Sex Offender Data**

Upon registration of an offender, the TTPD forwards a notice, along with identifying information to campus officials. Additionally, the TTPD maintains links to government websites that provide public access to sex offender data. Sex offender information should not be used to harass or commit any crime against a sex offender. Public safety is best served when registered sex offenders are not concealing their location to avoid harassment. Relevant websites where registered offender data may be found at the following links:

- <https://publicsite.dps.texas.gov/SexOffenderRegistry>
- <https://www.nsopw.gov/>

### **Campus Sex Offender Disclosure**

The TTPD may proactively release details about an offender to the campus community if the offender has been designated high risk and is believed to present an imminent threat to the TTUHSC campus communities or if there has been a reported offense wherein the offender is believed to be an involved party.

### **Sex Offender Registration Requirements**

Registration with TTUHSC is required for an offender who is enrolled as a student, or is a full- or part-time employee with or without compensation, including a volunteer; carries on a vocation; attends school; or is a visitor to any campus property. Registration with TTPD is required within seven days. Local apartment associations for communities where TTUHSC campuses are located may maintain lists of local apartments and housing complexes that registered offenders may contact to seek student housing. Campus registration of sex offenders will be conducted at the TTPD during normal business hours. Please call 806.742.3931 to make an appointment. A campus-affiliated sex offender shall also notify the TTPD within seven working days of ceasing to be enrolled or employed, ceasing to carry on a vocation at TTUHSC, or change of address. Notice of all registered offenders is forwarded via TTPD to the TTUHSC President, Office of Student Affairs, and Department of Human Resources.



# CAMPUS AND COMMUNITY NOTIFICATIONS

EMERGENCY NOTIFICATION SYSTEM  
EMERGENCY NOTIFICATIONS  
TIMELY WARNINGS  
DAILY CRIME LOG

## EMERGENCY NOTIFICATION SYSTEM

Information on reported crimes or emergencies which pose a serious or continuing threat to the TTUHSC campus communities are disseminated through timely warnings and emergency notifications using the TTUHSC STAT!Alert Emergency Notification System.

### Enrolling in the STAT!Alert System

All faculty, staff, and students on all campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) are automatically enrolled with their eraider email address and the primary phone number listed in their personnel or registration records. Additionally, a phone number to receive text messages is also automatically enrolled in the STAT!Alert System. The system accommodates additional numbers with an option for TDD/TTY for the hearing impaired. Members of all TTUHSC campus communities should keep their contact information updated by going to the [TTUHSC Emergency Preparedness website](#).

The information collected for STAT!Alert registration is secure and will never be used by TTUHSC for any reason other than emergency alert notifications.

### Initiating the STAT!Alert Emergency Notification System

In the event of a situation that poses an immediate threat to members of any TTUHSC campus community (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa), TTUHSC has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated. TTUHSC will post updates during a critical incident on the [TTUHSC Emergency Preparedness website](#).

The Chief of Police or highest-ranking Police Officer, or the TTUHSC Offices of Communications and Marketing are responsible for initiating a STAT!Alert using one or more of the methods described in this section. In the absence of the Chief of Police or other members from the police department, the Director of Emergency Management, Emergency Management Coordinator, and TTUHSC Communications and Marketing staff can initiate notification through the system for any TTUHSC campus (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa).

### Procedures for Disseminating Emergency Information to the Larger Community and Follow-Up Messages

If TTUHSC activates STAT!Alert in response to a situation that poses an immediate threat to members of the campus communities, the TTPD and TTUHSC Office of Communications and Marketing will work together to disseminate the Emergency Notification to the larger community. There will be information about the situation and steps TTUHSC has taken to address the emergency. Primarily, the Office of Communications and Marketing is responsible for crisis communications and for updating notices on social networking platforms. The Office of Communications works in conjunction with the Incident Response Team and the Office of the President to determine the need for STAT!Alert. They will also maintain communications with national, regional, and local news and radio outlets as necessary based on the severity of the crisis. Follow-up information will be distributed using some or all of the identified distribution methods. By following the procedures above, TTUHSC is not required to issue a timely warning based on the same circumstances that initiated the emergency notification, however, TTUHSC must provide adequate follow-up information to the communities as needed. Follow-up notices and communications will be provided as necessary during an active incident and will be provided by TTUHSC Communications and Marketing. When a threat is neutralized or effectively removed, campus community members will be appropriately informed via all or some of the communications methods described above.

## Distribution Methods

TTUHSC has multiple campuses, and members of each campus community are able to be notified of situations which warrant the issuance of a timely warning. This is done through the STAT!Alert, Emergency Notification System, TTUHSC's centralized emergency communication system, which allows individual members of each campus community to receive notifications specifically tailored to the individual's campus. Emergency Notifications & Timely Warnings will be distributed in a manner likely to reach the entire campus community using the most expedient method(s) available.

Notifications may be made using any or all of the following means:

- Verbal announcements;
- STAT!Alert text messaging;
- STAT!Alert email;
- STAT!Alert voice calling;
- TTUHSC Announcements email;
- Fire Alarm Systems;
- Indoor and outdoor digital signage;
- TTPD Police Vehicle Public Address Systems;
- TTUHSC Emergency Preparedness Webpage;
- TTUHSC "Home" Webpage;
- Social Media;
- Press statements or releases to members of the media; or
- Any other means which may be an effective tool for reaching those who may be at risk.

## EMERGENCY NOTIFICATIONS

TTUHSC or TTPD will immediately notify its campus communities upon confirmation of an emergency or dangerous situation occurring on a campus that involves an immediate threat to the health or safety of students, faculty, or staff. A threat is imminent when the need for action is instant, overwhelming, or leaves no moment for deliberation. Such situations would include, but are not limited to, a hazardous materials incident requiring shelter-in-place or evacuation, an armed intruder on or near campus, an approaching tornado, bomb threat, gas leak, or a fire actively burning in a campus building.

TTUHSC will, without delay, and considering the safety of the community, determine the content of the notification and initiate the notification system to the appropriate segment or segments of the campus community, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

Immediate notification to the campus can be accomplished through a variety of communications methods, but the use of the STAT!Alert Emergency Notification System would be seen as the most common and quickest form of communication under these circumstances.

When TTPD or the TTUHSC Office of Communications and Marketing become aware of a situation that may warrant the issuing of an immediate notification, TTPD confirms (through response, investigation, or collaboration with emergency responders) that there is a significant emergency and determines whether an alert is warranted, will develop the content of the notification message, identify the appropriate segment or segments of the campus community affected, and will send the notification to the campus community.

## **Confirming the Existence of a Significant Emergency or Dangerous Situation**

Most significant emergencies are reported to TTPD dispatch or the local police department. A Police Officer (if available) or other responsible official will be dispatched to the scene to confirm the emergency or disaster conditions. Confirmation typically involves the response and assessment of TTPD officers, TTUHSC officials, emergency management, local police, or other emergency responders. For the Lubbock campus, TTPD dispatch will request the appropriate assistance from local emergency services agencies as needed and will immediately contact the TTPD Chief of Police or designated command staff. For the TTUHSC Abilene, Amarillo, Dallas, Midland and Odessa campuses, local law enforcement is responsible for emergency response, with the assistance of campus TTPD law enforcement.

## **Determining the Content of the Notification**

The Chief of Police (or designee) and/or the TTUHSC Office of Communications and Marketing, has the ability and authority to issue an alert without delay and without further consultation with any other TTUHSC official. The Office of Communications works in conjunction with the Incident Response Team and the Office of the President to determine the need for STAT!Alert. Notification message content is determined based on the type of incident, the context with which it is occurring, and the immediate danger or threat to the campus community and the need to advise campus community members to act. TTUHSC will attempt to make such notification sufficiently specific so as to enable recipients to make an appropriate response to the threat. Pre-developed messages have been prepared as part of the emergency notification system to aid in rapid communication processes. In situations lacking the presence of an imminent threat, the TTPD Chief of Police (or designee) or the TTUHSC Office of Communications and Marketing consults with TTUHSC leadership prior to an alert being issued.

Warnings issued to the campus communities (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) will contain sufficient information about the nature of the threat to enable recipients to act to protect themselves. While law enforcement may need to keep some facts confidential to avoid compromising an investigation and protect victim privacy, information to be issued in a timely warning includes but is not limited to the following:

- Date and time or time frame of the incident;
- Brief description of the incident;
- Possible connections to previous incidents, if applicable;
- Areas of campus TTUHSC advises students and employees to avoid, if applicable;
- Suspect description, if available;
- Police agency contact information;
- Information that will promote safety and potentially aid in the prevention of similar crimes;
- Other information as deemed necessary by the Chief of Police (or designee) and/or designated campus administration.

## **Determining the Appropriate Segment of the Campus Community to Receive an Emergency Notification**

Regardless of the event, whenever the emergency notification system is activated, all members of the affected TTUHSC campus communities will be notified. There will be no segments of the affected campus that will be omitted from receiving an emergency notification. There may be times, after consultation with leadership, when alerts are sent or withheld.

## **TIMELY WARNINGS**

TTUHSC will provide timely warnings to its campus communities (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) regarding reported crimes in a manner that is timely, withholds the



names of victims as confidential, and will aid in the prevention of similar crimes. TTUHSC works to provide information to students, faculty, and staff about campus safety and security procedures and encourages them to be responsible for their own safety and security and the safety and security of others. Students, faculty, and staff are kept informed about crimes or emergencies occurring on the campuses or immediately adjacent to the campuses. In addition to this information, the TTUHSC campus communities are given information on prevention strategies through a variety of non-emergency communications channels.

TTPD and the Office of Communications and Marketing develop and distribute timely warnings for the TTUHSC communities to notify students, faculty, and staff about serious crimes against people or emergencies that occur on or near TTUHSC campuses when it is determined the incident may pose a serious or ongoing threat. These warnings are disseminated through the TTUHSC STAT!Alert Emergency Notification System. The TTPD, Chief of Police (or designee), or the Office of Communications and Marketing is responsible for making the decision to issue a timely warning and will, on a case-by-case basis, determine the content and appropriate distribution method to ensure the persons at risk are notified. The Office of Communications works in conjunction with the Incident Response Team and the Office of the President to determine the need for STAT!Alert.

TTUHSC will issue a timely warning for all Clery Act crimes that occur on all TTUHSC campuses' Clery Act geography which are reported to CSAs, TTPD, or local law enforcement, and are considered to represent a serious or continuing threat to students and employees. The requirement for timely warnings is not limited to violent crimes or crimes against persons and is not limited to certain types of Clery Act crimes. A timely warning may be issued for a non-Clery Act crime that poses a serious or continuing threat to the campus.

TTUHSC may issue a timely warning for the following crimes:

- Criminal homicide;
- Aggravated assault;
- Sexual assault;
- Robbery involving force or violence;
- Major incident of arson;
- Burglary;
- Motor vehicle theft;
- Domestic violence;
- Dating violence;
- Stalking;
- Any of the above-mentioned crimes if the offender was motivated by bias;
- Any other crime or situation that poses a threat to the public health or safety of the campus communities; or
- Other crimes as determined necessary by the Chief of Police (or designee) and/or designated campus administration.

A timely warning will generally not be issued for the above listed crimes if:

- The TTPD or local law enforcement agency apprehends the subject(s) and the threat of imminent danger for members of the community has been mitigated by the apprehension;
- If a report was made to a pastoral or professional counselor, acting in their official capacity;
- A report was not filed with TTPD or local administration, or TTPD or local administration was not notified of the crime in a manner that would allow the posting in a "timely" manner for warning for the campus community.

## **Determining Whether a Continuing Threat Exists**

The determination of whether a reported crime presents a continuing threat to any TTUHSC campus will be decided on a case-by-case basis considering all of the facts surrounding a crime, including factors such as, but not limited to the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts. Confirmation typically involves the response and assessment of TTPD officers, TTUHSC officials, emergency management, local police, or other emergency responders.

## **DAILY CRIME LOG**

One method of disseminating crime and safety information is the publication of the Daily Crime Log. TTPD maintains a daily crime log of the last 60 days of reported incidents and is available for public inspection at TTPD during normal business hours. The Daily Crime Log can also be found [online](#).

The Daily Crime Log includes offenses reported to CSA's or the TTPD which occurred on campus, in or on a non-campus building or property, public property immediately adjacent and accessible to campus, or within the patrol jurisdiction of the TTPD.



# **SEXUAL MISCONDUCT POLICIES, SERVICES, RESOURCES & PROTOCOLS**

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EMPLOYEE NON-TITLE IX SEXUAL MISCONDUCT COMPLAINTS,  
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## POLICY STATEMENT

Texas Tech University Health Sciences Center (TTUHSC) proactively addresses domestic violence, dating violence, sexual assault, stalking incidents, and other forms of gender discrimination or sexual misconduct. TTUHSC is committed to providing and strengthening an educational and working environment where students, faculty, staff, and visitors are free from sex discrimination of any kind. TTUHSC prohibits discrimination based on sex (which includes pregnancy, sexual orientation, gender identity, and gender expression), and other types of Sexual Misconduct. Sexual Misconduct includes Title IX sexual misconduct, sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, stalking, public indecency, interpersonal violence (dating and domestic violence), sexual violence, and any other misconduct based on sex. Discriminatory behavior is prohibited regardless of the manner in which it is exhibited, whether verbally, in writing, by actions, or electronically displayed or conveyed.

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

In an effort to reduce the risk of sexual misconduct occurring among its students, TTUHSC utilizes initiatives to promote awareness, education, risk reduction and prevention. TTUHSC offers programming each year to identify and prevent sexual assault (including stranger and known-offender assaults), domestic violence, dating violence and stalking. Educational programs are offered to raise awareness for all incoming students, faculty, and staff, and are often conducted within the TTUHSC schools and departments. This programming is offered to all students, including registered student organizations. Awareness and primary prevention educational programs offered include strong messages regarding topics such as bystander intervention and consent. Educational programs discuss TTUHSC policies on sexual misconduct, sexual assault, domestic violence, dating violence, and stalking; the Grievance Process associated with these incidents; and the Supportive Measures available to parties should they need them. Educational programs share information on risk reduction, how to recognize warning signals, and how to avoid potential attacks.

TTUHSC revised its Title IX Sexual Misconduct policy after the approval of the new Title IX regulations that went into effect August 14, 2020. The policy that governs the Title IX and Non-Title IX Grievance Process is [TTUS Regulation 07.06.A. and B.](#)

The U.S. Department of Education (USDE) published new Title IX regulations that took effect on August 1, 2024. However, Governor Abbott issued a letter indicating that the State of Texas would not comply with the USDE’s effort to rewrite Title IX. Additionally, Attorney General Paxton filed suit in federal district court, seeking to postpone, hold unlawful, and set aside the new regulations.

Texas Tech University Health Sciences Center remains committed to providing a positive and safe learning, teaching and working environment for our community and takes seriously the rules guaranteeing all students equal access to effective educational programs, regardless of

sex. TTUHSC will continue to monitor the Texas lawsuit and while the underlying legality of the federal regulation remains in question, will not take steps to implement the new federal regulations, and will comply with the version of the regulations that have been in effect since 2020. Please refer to the [TTUHSC Title IX website](#) for updates as they become available.

## DEFINITIONS

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

**Formal Complaint:** Document filed by a Complainant or signed by the TTUHSC Title IX Coordinator alleging Title IX Sexual Misconduct against a Respondent and requesting that TTUHSC investigate the allegation(s) of sexual misconduct.

**Complainant:** An individual, who must be participating or attempting to participate in the TTUHSC educational programs or activities, who is alleged to be the victim of conduct that could constitute sexual misconduct.

**Consent:** Mutually understandable words or actions, actively communicated both knowingly and voluntarily, that clearly convey permission for a specific activity. Consent is not effective if it results from the following:

- The use of physical force;
- A threat of physical force;
- Intimidation;
- Coercion;
- Incapacitation; or
- Any other factor that would eliminate an individual's ability to exercise their own free will to choose whether or not to engage in sexual activity.

**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, an individual being asleep or unconscious, or because of an intellectual or other disability.

**Respondent:** The individual who has been reported to be the perpetrator of conduct that could constitute sexual misconduct.

**Responsible Employee:** All TTUHSC employees, except for those designated by the TTUHSC as an individual to whom TTUHSC students may speak confidentially concerning sexual misconduct, or who receives information regarding such an incident under circumstances that render the employee's communications confidential or privileged under other law, are responsible employees who must report allegations of Title IX sexual misconduct, including all known information concerning the incident, to the TTUHSC Title IX Coordinator.

**Retaliation:** Any action that adversely affects the academic, employment, or other TTUHSC status of a student or employee of TTUHSC, patient, visitor, applicant for admission to, or employment with TTUHSC, because an individual has, in good faith, brought a complaint to TTUHSC.

**Title IX Sexual Misconduct:** Conduct that allegedly occurred against a person in the United States, in a university’s education program or activity, on the basis of sex, and that satisfies one or more of the following:

- **Sexual Harassment – Quid Pro Quo:** A university employee conditioning the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sexual conduct;
- **Sexual Harassment – Severe, Pervasive, and Objectively Offensive Conduct:** 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 university’s educational programs or activities.

**Supportive Measures:** Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

### NON-TITLE IX SEXUAL MISCONDUCT DEFINITIONS

In addition to the Title IX Sexual Misconduct and VAWA/Clery definitions, the Non-Title IX Sexual Misconduct policy also utilizes the following definitions:

**Sexual Assault:** Sexual contact or intercourse with an individual without that individual’s consent, including sexual contact or intercourse against an individual’s will or in a circumstance in which an individual is incapable of consenting to the contact or intercourse. Sexual Assault includes:

- **Nonconsensual 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.
- **Nonconsensual 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.

**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 individual without that individual’s full knowledge or consent;
- Sexual voyeurism;
- Inducing another to expose one’s genitals or private areas;
- Prostituting another; and
- Knowingly exposing someone to or transmitting a sexually transmitted disease, without the individual’s full knowledge and consent.

**Sexual Harassment:** Unwelcome, sex-based verbal or physical conduct that:

- In the employment context, unreasonably interferes with an individual’s work performance or creates an intimidating, hostile, or offensive work environment. To constitute an intimidating, hostile, or offensive working environment, the complained of conduct must be either severe, persistent, or pervasive;

- In the education context, is sufficiently severe, persistent, or pervasive that the conduct unreasonably interferes with a student’s ability to participate in or benefit from educational programs or activities.
- Examples of inappropriate behavior that may constitute Sexual Harassment 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;
  - Unwelcome physical contact (touching, patting, stroking, rubbing);
  - Nonconsensual video or audio-taping of sexual activity;
  - Exposing one’s genitals or inducing another to expose their genitals;
  - Stalking;
  - Domestic or Dating Violence;
  - Nonconsensual Sexual Intercourse, Sexual Assault, or rape; and
  - Other gender-based threats, discrimination, intimidation, hazing, bullying, Stalking, or violence.

**CLERY ACT DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING**

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows.

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

**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.

**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 his/her age or because of his/her temporary or permanent mental incapacity.

**Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

**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 other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

**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.

For the purposes of this definition (stalking):

- **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.
- **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.

## TEXAS CRIMINAL LAWS

While TTUHSC uses different standards and definitions than the Texas Criminal Code, sexual misconduct often overlaps with the crimes of sexual assault, domestic violence, dating violence or stalking. Victims of these crimes are protected by federal laws, specifically Title IX and the Clery Act, which mandates the content of this report. If a person wishes to file criminal charges for an alleged violation of any of the criminal laws listed below, or would like to seek an order of protection, the definitions contained in the Texas Penal Code and Texas Family Code would apply, not the internal definitions used in this policy.

### Texas Penal Code and Texas Family Code

#### Sexual Assault; [Title 5, Chapter 22, Sec. 22.011.](#)

A person commits an offense of sexual assault if:

1. The person 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 of 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 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 or to cause harm to 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 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 services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor;
- 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.

Sexual Assault is a felony of the second degree.

**Domestic (Family) Violence; [Title 4, Chapter 71, Title 4, Sec 71.004](#)**

A person commits an offense if:

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 is committed by a member of a family or household toward a child of the family or household; or
3. An act of dating violence is committed.

Domestic (Family) Violence is a class A misdemeanor.

**Dating Violence; [Title 4, Chapter 71, Title 4, Sec 71.0021](#)**

A person commits an offense if the act, other than a defensive measure to protect oneself, by an individual is committed against:

1. 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.

**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.

Dating Violence is a class A misdemeanor.

**Stalking; [Title 9, chapter 42, sec. 42.072.](#)**

A person commits 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 this section, or that the actor knows or reasonably 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;
- Stalking is a felony of the third degree

**Consent; [Chapter 1, Title 1, Sec 1.07\(11\)](#)**

Consent is defined as assent in fact, whether express or apparent.

**BE AN ACTIVE BYSTANDER**

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. 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 acting to intervene.

Bystanders play a critical role in prevention as they are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved in an incident, but have the choice to intervene by speaking up or calling for help. TTUHSC promotes a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

The list below will assist those individuals who want to intervene, but may not know what to do.

**Recognize a problem**

- Be aware of your surroundings
- Look for red flags
- Trust your gut!

**Assume responsibility**

- If not you – then who?
- If you see something – step up!
- Ask others what they think
- Check in with your friends to make sure they are okay

**Implement resources**

- What kind of information should you have?
- Is it safe for you to help this person?
- What aspects of this situation can you control?

**Determine a plan**

- Choose a course of action and make a plan
- Stay calm
- Gather information and consider options
- Give clear and direct requests
- Don't judge the person
- Know appropriate referrals
- You can ALWAYS call 911

**Engage Others**

- Who do you need to help you?
- Give people specific and clear instructions

- If you're the person in need, give specific people specific directions
- Empower others to help, and always thank those who responded

## **Respond**

- Approach everyone as a friend.
- Do not be antagonistic/confrontational.
- Avoid violence at all costs
- Be honest and direct, when possible
- Keep yourself safe

## **Sustain the Culture**

- Hold people accountable for their actions – big and small
- Respect boundaries, communicate safety, and set clear expectations
- Follow through and check in
- Have courage, compassion, and know that love and acceptance heal a world of violence and hate

**Always remember: If you or someone else is in immediate danger, call 911.**

## **RISK REDUCTION**

Risk reduction strategies are options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. While risk reduction strategies may be helpful in some situations, these tips may not prevent all assaults. Even if all protective measures are taken, violence may still occur. While the strategies below may reduce one's risk of experiencing violence, know that if violence does occur, there is no blame for the victim.

These suggestions may help reduce the risk of experiencing sexual harassment or assault.

- Be aware of your surroundings.
- Try to avoid isolated areas.
- If a situation or location feels unsafe or uncomfortable, it probably isn't the best place for you.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together and leave together.
- If you see something suspicious, contact law enforcement immediately.
- Don't leave your drink unattended.
- Don't accept drinks from people you don't know or trust.
- Watch out for your friends; if a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately.
- If you need to get out of an uncomfortable or scary situation, here are some things that you can try.
  - Remember that being in this situation is not your fault.

- Be true to yourself. Don't feel obligated to do anything you don't want to do.
- Have a code word with your friends or family so that if you don't feel comfortable you can call them.
- Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse.
- Try to think of an escape route. How would you try to get out of the room? Where are the doors?

## CAMPUS PROGRAMS

### Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The Office of Student Affairs, the Department of Human Resources, the Program of Assistance for Students (PAS), and the Employee Assistance Program (EAP) can direct students, faculty, and staff on all TTUHSC campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) to educational programs designed to prevent dating violence, domestic violence, sexual assault, and stalking. These resources are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, informed by research, assessed for value, effectiveness and/or outcome, and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

TTUHSC administers educational programming consisting of primary prevention and awareness programs for all incoming students and new employees, and ongoing awareness and prevention campaigns for students and employees that:

- Clearly communicate that TTUHSC prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act).
- Provide the definitions of domestic violence, dating violence, sexual assault, and stalking as defined by the Violence Against Women Act (VAWA).
- Provide the definitions of domestic violence, dating violence, sexual assault, and stalking according to any applicable jurisdictional definitions of these terms.
- Define consent and describe what behaviors and actions constitute consent, in reference to sexual activity as defined by the Texas Tech University System Regulations, the TTUHSC Code of Student Conduct, and Texas State law.
- Provide a description of safe and positive options for bystander intervention.
- Provide information on risk reduction.
- Provide information regarding:
  - Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, or stalking occurs
  - How TTUHSC will protect the confidentiality of victims and other necessary parties
  - Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both in the institution and in the community
  - Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures and
  - Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking

### Primary Prevention and Awareness Programs

The Office of Student Affairs, the Department of Human Resources, the Program of Assistance for Students (PAS), and the Employee Assistance Program (EAP) on all TTUHSC campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) provide primary prevention and awareness programs to all incoming students, faculty, and staff that involves the distribution of

educational materials, participation in presentations of primary prevention and awareness information during new student, faculty, or staff orientations. Additional programs are provided by invitation during academic programs or staff meetings, and new students, faculty, or staff may be required to take additional courses related to the prevention of sexual assault and high-risk drinking awareness and education.

## Ongoing Prevention and Awareness Programs

Ongoing prevention and awareness campaigns include self-defense programming; domestic violence month events and activities; sexual assault and awareness month; bystander intervention programming; and programming specific to developing healthy relationships.

## CAMPUS PROCEDURES

### Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault, or Stalking Occurs

After an incident of sexual assault, dating violence, or domestic violence, the victim should consider seeking medical attention as soon as possible at the hospital Emergency Center nearest their campus, residence, or apartment. Sexual Assault Nurse Examiners (SANE) at the hospital are trained and certified in physical evidentiary recovery kit collection. Preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Evidence may be collected, even if the victim chooses not to make a report to law enforcement.

If a victim of sexual assault does not wish to involve police at the time of the assault, there is still an option to have the forensic evidence collected in a timely manner. 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.

It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring, or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful to TTUHSC adjudicators/investigators or local police. **Regardless of the preservation of evidence, the assault should be reported.**

*Note: The following information applies to the Title IX Sexual Misconduct process and the Non-Title IX Sexual Misconduct process. Any areas that may be different will be specifically noted.*

### Involvement of Law Enforcement and Campus Authorities

Although TTUHSC strongly encourages all members of its communities to report violations of this policy to the Texas Tech Police Department (TTPD) or local law enforcement agency, it is the victim's choice whether or not to make such a report. A victim may be assisted in notifying law enforcement if they choose. Furthermore, victims have the right to decline to notify law enforcement.

## Reporting Incidents to TTUHSC

Victims are always encouraged to report incidents to the police, and any of the individuals or offices listed below that can assist, but also have the option of reporting to any TTUHSC employee, the TTUHSC Title IX Office, the Office of Student Affairs, the Department of Human Resources, a Campus Security Authority (CSA), or confidentially at the Program of Assistance for Students (PAS) or the Employee Assistance Program (EAP). A victim can report directly to the TTUHSC Title IX Coordinator (Office: UC 330A, MS 6262, Phone: 806.743.9861) by calling, writing or coming into the office to report in person. Reports of all domestic violence, dating violence, sexual assault, and stalking made to TTPD will automatically be referred to the TTUHSC Title IX Coordinator for review. The TTUHSC Title IX Coordinator is not a confidential reporting entity and is required to report criminal incidents to TTPD.

When a report is made to any TTUHSC employee, with the exception of those employees at the Counseling Center who are deemed confidential resources, the employee is required to complete the Clery Incident Report Form and the Title IX/Sexual Misconduct Reporting Form which submits details of the incident to the TTUHSC Title IX Coordinator for follow-up and the Campus Safety Survey Administrator (CSSA) for consideration of timely warning notices and for inclusion in the crime statistics tables specific to each TTUHSC campus. In addition, a Campus Security Authority (CSA) should report any domestic violence, dating violence, sexual assault, or stalking incident to the CSSA using the aforementioned forms.

## Filing a Formal Complaint

Individuals seeking to file a Formal Complaint should begin by reporting the alleged sexual misconduct or by contacting the TTUHSC Title IX Coordinator or the TTUS Office of Equal Opportunity, or by using the [Title IX/Sexual Misconduct Reporting Form](#). Upon receiving such a report, or when TTUHSC has actual knowledge of alleged Sexual Misconduct, the TTUHSC Title IX Coordinator or the TTUS Office of Equal Opportunity will promptly contact the Complainant to:

- Discuss the availability of Supportive Measures, which are available with or without the filing of a Formal Complaint, and
- Explain to the Complainant the process of filing a Formal Complaint.

## Title IX Coordinator: Leslie Bean, JD, MA

3601 4<sup>th</sup> Street / MS 6262 / UC Suite 330A / Lubbock, TX 79430  
[Leslie.Bean@ttuhsc.edu](mailto:Leslie.Bean@ttuhsc.edu) / [titleixcoordinator@ttuhsc.edu](mailto:titleixcoordinator@ttuhsc.edu) / T: 806.743.9861

## System Title IX Coordinator: Dawn Payne, Assistant Vice Chancellor

TTUS Office of Equal Opportunity  
TTU System Administration Building / 1508 Knoxville Avenue / Suite 309 / Lubbock, TX 79409  
[Dawn.Payne@ttu.edu](mailto:Dawn.Payne@ttu.edu) / [eeo@ttu.edu](mailto:eeo@ttu.edu) / T: 806.742.3627

Persons other than faculty or staff wishing to remain anonymous may do so by submitting a report via the Incident Reporting Form in an anonymous manner; however, electing to remain anonymous may limit the ability to investigate an alleged incident, collect evidence, and/or take effective action against individuals accused of violating this regulation.

## Procedures TTUHSC Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault, or Stalking is Reported

The following information applies to the Title IX Sexual Misconduct process and the Non-Title IX Sexual Misconduct process. Any areas that may be different will be specifically noted.

TTUHSC has procedures in place that are sensitive to Complainants who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file a criminal complaint and the availability of supportive measures such as counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services on- and/or off-campus. Additional remedies to prevent contact between a Complainant and a Respondent, as well as academic, transportation, and working accommodations, if reasonably available, will be provided. TTUHSC will make such accommodations, if the Complainant requests, and if they are reasonably available, regardless of whether the Complainant chooses to report the crime to TTPD or local law enforcement.

The TTUHSC Title IX Coordinator is responsible for investigating reports involving students. Reports involving employees will be investigated by the Department of Human Resources or the TTUS Office of Equal Opportunity in conjunction with the TTUHSC Title IX Coordinator. The Title IX Coordinator will collaborate and coordinate with the Office of Student Affairs for student cases, and the Department of Human Resources or Office of Equal Opportunity for faculty or staff cases. If a report of domestic violence, dating violence, sexual assault, or stalking is reported to TTUHSC, the procedures outlined in the following tables will be observed:

### **Procedures for Domestic Violence**

- Depending on when reported (immediate vs delayed report), TTUHSC will refer victim to medical care as appropriate.
- TTUHSC will assess immediate safety needs of victim.
- TTUHSC will provide the victim with a written explanation of the victim's rights and options.
- TTUHSC will provide victim with referrals to on- and off-campus mental health providers.
- TTUHSC will assist victim with contacting police if victim requests.
- TTUHSC will provide written or verbal instructions on how to apply for Protective Order; or the victim is referred to PD to apply for a Protective Order.
- TTUHSC will provide written information to victim on how to preserve evidence.
- TTUHSC will assess need to implement emergency removal and/or protective measures.
- TTUHSC will provide mutual "No Contact" directive to parties involved if deemed appropriate.
- TTUHSC will provide a copy of the policy applicable to Domestic Violence to the victim and inform the victim regarding time frames for inquiry, investigation, and resolution.
- TTUHSC will inform the victim of the outcome of the investigation, whether or not the accused will be administratively charged, and what the outcome of the hearing was.
- TTUHSC will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting Domestic Violence or for assisting in the investigation.

### **Procedures for Dating Violence**

- Depending on when reported (immediate vs delayed report), TTUHSC will refer victim to medical care as appropriate.
- TTUHSC will assess immediate safety needs of victim.
- TTUHSC will provide the victim with a written explanation of the victim's rights and options.
- TTUHSC will provide victim with referrals to on- and off-campus mental health providers.
- TTUHSC will assist victim with contacting police if victim requests.
- TTUHSC will provide written or verbal instructions on how to apply for Protective Order; or the victim is referred to PD to apply for a Protective Order.
- TTUHSC will provide written information to victim on how to preserve evidence.
- TTUHSC will assess need to implement emergency removal and/or protective measures.



- TTUHSC will provide mutual “No Contact” directive to parties involved if deemed appropriate.
- TTUHSC will provide a copy of the policy applicable to Dating Violence to the victim and inform the victim regarding time frames for inquiry, investigation, and resolution.
- TTUHSC will inform the victim of the outcome of the investigation, whether or not the accused will be administratively charged, and what the outcome of the hearing is.
- TTUHSC will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting Dating Violence or for assisting in the investigation.

## **Procedures for Sexual Assault**

- Depending on when reported (immediate vs delayed report), TTUHSC will refer victim to medical care as appropriate.
- TTUHSC will assess immediate safety needs of victim.
- TTUHSC will provide the victim with a written explanation of the victim's rights and options.
- TTUHSC will provide victim with referrals to on- and off-campus mental health providers.
- TTUHSC will assist victim with contacting police if victim requests.
- TTUHSC will provide written instructions on how to apply for Protective Order.
- TTUHSC will provide written information to victim on how to preserve evidence.
- TTUHSC will assess need to implement emergency removal and/or protective measures.
- TTUHSC will provide mutual “No Contact” directive to parties involved if deemed appropriate.
- TTUHSC will provide a copy of the policy applicable to Sexual Assault to the victim and inform the victim regarding time frames for inquiry, investigation, and resolution.
- TTUHSC will inform the victim of the outcome of the investigation, whether or not the accused will be administratively charged, and what the outcome of the hearing is.
- TTUHSC will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting Sexual Assault or for assisting in the investigation.

## **Procedures for Stalking**

- Depending on when reported (immediate vs delayed report), TTUHSC will refer victim to medical care as appropriate.
- TTUHSC will assess immediate safety needs of victim.
- TTUHSC will provide the victim with a written explanation of the victim's rights and options.
- TTUHSC will provide victim with referrals to on- and off-campus mental health providers.
- TTUHSC will assist victim with contacting police if victim requests.
- TTUHSC will provide written instructions on how to apply for Protective Order.
- TTUHSC will provide written information to victim on how to preserve evidence.
- TTUHSC will assess need to implement emergency removal and/or protective measures.
- TTUHSC will provide mutual “No Contact” directive to parties involved if deemed appropriate.
- TTUHSC will provide a copy of the policy applicable to Stalking to the victim and inform the victim regarding time frames for inquiry, investigation, and resolution.
- TTUHSC will inform the victim of the outcome of the investigation, whether or not the accused will be administratively charged, and what the outcome of the hearing is.
- Depending on when reported (immediate vs delayed report), TTUHSC will refer victim to medical care as appropriate.

## **Assistance for Victims - Rights & Options**

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on- or off-campus, TTUHSC will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options.

Such written information will include:

- The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking 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 in, and how to request accommodations and protective measures; and
- An explanation of the procedures for institutional disciplinary action.

## **Responsibilities for Orders of Protection, No-Contact Orders, Restraining Orders, or Similar Lawful Orders Issued by a criminal, civil, or tribal court**

When initial inquiry indicates persistent and potentially escalating conflict between members of all TTUHSC communities, a "No-Contact Order" may be issued as a remedial, non-punitive deterrent to further conflict or situational complication. "No-Contact Orders" can be issued by the Office of Student Affairs, or the Department of Human Resources. The notice serves as an official institutional directive that the parties have no contact. Contact cannot occur in person, by telephone, email, text message or other electronic means of communication, or through a third party (other than an attorney). Should contact need to occur, the student or employee should coordinate with the TTUHSC Title IX Coordinator, the Office of Student Affairs, or the Department of Human Resources. This notice may also contain other information related to changes in class or work schedules, or other restrictions to facilitate the "No-Contact Order."

Failure to comply with the "No-Contact Order" may result in disciplinary action, including possible suspension, expulsion, or termination. Violations of a "No-Contact Order" may also result in emergency removal pending the completion of a Grievance Process. The term of a "no Contact Order" is one year from the date of issue, or the graduation of one or both parties, whichever comes first.

All criminal or civil protective orders must be requested through the applicable court and requires evidence to show the need for such an order. A victim advocate or local attorney can assist in the process of obtaining a protective order from the court.

## **Accommodations and Protective Measures Available for Victims**

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, TTUHSC will provide written notification to Complainants about options for available assistance, and how to request Supportive Measures at TTUHSC. Supportive Measures are described in writing in the initial communication following a report and include areas such as academic, living, transportation, and working situations. Information about the Supportive Measures document is presented to parties during intake meetings, and is available on all TTUHSC campuses.

TTUHSC will offer Supportive Measures to the parties in order to maintain an environment free from harassment, discrimination, and/or retaliation; protect the safety and well-being of the

parties and the TTUHSC communities; and restore or preserve equal access to TTUHSC educational programs or activities, and working environments. These Supportive Measures may be kept in place through or beyond the conclusion of any review, investigation, or appeal process and may be implemented regardless of whether the Complainant files a Formal Complaint of Title IX Sexual Misconduct. The written notification will include information regarding the Supportive Measures available, and how to request those measures.

At the Complainant's request, and to the extent of the Complainant's cooperation and consent, TTUHSC offices will work cooperatively to assist the Complainant in obtaining Supportive Measures. If reasonably available, a Complainant may be offered changes to academic, living, working, or transportation situations regardless of whether the Complainant chooses to report the crime to law enforcement.

The range of Supportive Measures available includes, but is not limited to separation or modification of Complainant's and Respondent's academic or working situations; mutual restrictions on contact; one-way restrictions on contact, where justified by the specific facts and circumstances; permissive withdrawal from or repeat of a class without penalty; counseling; extensions of deadlines or other course-related adjustments; campus escort services; leaves of absence; increased security and monitoring of certain areas of campus; or any other similar measures tailored to the individualized needs of the parties.

Consistent with Texas law, a Complainant or Respondent who is the subject of an alleged incident of sexual misconduct will be allowed to drop a course in which they are both enrolled without any academic penalty. To request changes to academic, living, transportation, and/or working situations, or protective measures, a victim should:

- **Students:** Contact the TTUHSC Title IX Coordinator for assistance.
- **Faculty or Staff:** Contact the TTUS Office of Equal Opportunity.

## **Confidentiality**

TTUHSC is committed to ensuring confidentiality during all stages of the Grievance Process. The confidentiality of the Complainant, the Respondent, the Reporting Party, any individuals who have sought guidance about this policy or have participated in an investigation or incident will be honored by TTUHSC to the extent possible without compromising TTUHSC's commitment and obligation to investigate allegations of misconduct, to protect the TTUHSC communities, and to the extent allowed by law. Victims may request that directory information which may contain personally identifiable information (PII) on file with TTUHSC be withheld by request. Students may make this request to the TTUHSC Registrar's Office. Faculty and staff may contact the Department of Human Resources to make a similar request regarding directory information. Regardless of whether a victim has opted-out of allowing TTUHSC to share "directory information," containing personally identifiable information (PII) 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 Supportive Measures to the victim, including accommodations and protective measures.

TTUHSC will maintain as confidential any accommodations or protective measures provided to the victim by only sharing personally-identifiable information with individuals on a need-to-know basis, to the extent that maintaining such confidentiality would not impair the ability of TTUHSC to provide the accommodations or protective measures. TTUHSC 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 Disclosure of

Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Campus Safety Alert is issued on the basis of 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; this could include the specific location where an incident is reported to have occurred when reporting the location could inadvertently identify the victim.

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); and
- May only be disclosed to the following:
  - TTUHSC employees or individuals under contract with the University to which the report is made who are necessary for an investigation of the report or other related hearings;
  - A law enforcement officer as necessary to conduct a criminal investigation of the report;
  - A health care provider in an emergency, as determined necessary by TTUHSC;
  - The Responding Party, to the extent required by other law or regulation; and
  - Potential witnesses to the incident as necessary to investigate the report and to the extent required by other law or regulation.

### **Campus and Community Services for Victims**

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, TTUHSC will provide written notification to students, faculty, and staff about existing assistance with 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. If a sexual assault or rape should occur on campus, staff on-scene, TTPD (where and/or when available on specific campuses), or local law enforcement, will offer the victim a wide variety of services. This information regarding “resources” is not provided to infer that those resources are “crime reporting entities” for TTUHSC. Campus-specific resources may be found in the Campus and Community Resources section of this report.

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

- [RAINN](#) (Rape, Abuse & Incest National Network)
- U.S. Department of Justice, [Office on Violence Against Women \(OVW\)](#)
- U.S. Department of Education, [Office of Civil Rights \(OCR\)](#)

### **TTUHSC GRIEVANCE PROCEDURE**

The following information applies to the Title IX Sexual Misconduct process and the Non-Title IX Sexual Misconduct process. Any areas that may be different will be specifically noted.

The TTUHSC Grievance Procedure includes a prompt, fair, and impartial investigation and resolution process. The process for addressing a Formal Complaint under the Grievance Process will be concluded within the reasonably prompt timeframe of one hundred twenty (120) days. Notwithstanding the foregoing, there may be certain circumstances that allow for limited extensions of this timeframe for good cause. For such extensions of time or delays, there must be written notice to both the Complainant and Respondent of the delay or extension and the reasons for the action. A Grievance Process that exceeds one hundred twenty (120) days, will be reviewed by TTUHSC, and justification for the extended or delayed investigation must be

documented. Complainant, Respondent, and other persons deemed appropriate by TTUHSC will be provided an update on the progress of the Grievance Process after the review.

### **Response to Receipt of Formal Complaint**

Upon notice or receipt of an incident report regarding Sexual Misconduct or gender-based harassment/discrimination, the Case Manager or designee will contact the named Complainant via their official TTUHSC email and request a meeting to gather and review information about the nature of the report, and to review Support Measures and the Grievance Process (also included as a written attachment). When health and safety are potentially at risk, the Case Manager may call the student on the phone number listed in their student record. In the event that the Complainant does not respond to communication, the Case Manager will send a second email communication. Complainants are not required to respond or participate in any meetings with TTUHSC staff.

Once a Complainant has contacted the office, the Case Manager or designee will schedule an Intake Meeting with the Complainant. During the Intake Meeting, the Case Manager or designee will collect any additional demographic information, review this policy and the available options, and facilitate any requested Support Measures. If the Complainant does not return contact or requests not to meet with staff, the case may be closed. If the Complainant requests only Support Measures, the Case Manager contacts the appropriate campus parties to address the needs, and then the case may be closed. If a Complainant wishes to make a statement or file a Formal Complaint (pursue an Investigation), the Case Manager will appoint an Investigator.

### **If the Complainant Does Not Wish to Pursue Resolution**

When a Complainant has been identified but is reluctant to file a Formal Complaint and/or the Grievance Process entirely, TTUHSC will make every attempt to follow the wishes of the Complainant while weighing the interests of the campus communities and the possibility of a continuing threat.

If the Complainant does not want to participate in the Grievance Process but has no aversion to TTUHSC pursuing action with respect to the named Respondent, TTUHSC may investigate the incident in the same manner that an anonymous complaint may be investigated. If the Complainant does not want TTUHSC to pursue the report in any respect, TTUHSC may investigate further if the TTUHSC Title IX Coordinator determines there is reason to believe that a significant continuing threat to the TTUHSC campus communities exists.

In determining whether to investigate the incident, TTUHSC shall consider the seriousness of the alleged incident, whether TTUHSC has received other reports of incidents committed by the alleged perpetrator(s), whether the alleged incident poses a risk of harm to others, and any other factor TTUHSC deems relevant. If TTUHSC decides not to investigate the incident, steps shall be taken as deemed necessary to protect the health and safety of all TTUHSC communities in relation to the incident. TTUHSC will inform the Complainant of the decision to investigate, or not investigate, the reported incident.

### **Initial Review of Formal Complaint**

Upon receipt of a Formal Complaint, TTUHSC will complete the actions required upon receiving notice; evaluate jurisdiction and mandatory and discretionary dismissal; assess appropriate supportive measures for both parties; evaluate the need for emergency removal or administrative leave; and initiate the Grievance Process [TTUS Regulation 07.0.A](#), and [TTUS Regulation 07.06.B](#).

## **Mandatory Dismissal**

TTUHSC will dismiss a Formal Complaint in the following situations:

- The allegation does not describe conduct that would constitute Title IX Sexual or Non- Title IX sexual misconduct, as defined, even if proven;
- The Title IX sexual misconduct did not occur in the TTUHSC education programs or activities (for 07.06.A Complaints); or
- The Title IX Sexual Misconduct did not occur against a person in the United States (for 07.06.A Complaints).

## **Permissive Dismissal:**

TTUHSC may dismiss a Formal Complaint in the following situations:

- The Complainant notifies the TTUHSC Title IX Coordinator or the TTUS Office of Equal Opportunity in writing that they wish to withdraw the Formal Complaint or some allegations in the Formal Complaint;
- The Respondent is no longer enrolled in or employed by TTUHSC; or
- Circumstances exist that prevent TTUHSC from gathering sufficient evidence to reach a determination as to the Formal Complaint or allegations therein.

## **Application of Other Policies upon Dismissal of Formal Complaint**

These regulations apply exclusively to Title IX Sexual Misconduct. Dismissal of a Formal Complaint does not preclude action pursuant to other applicable disciplinary policies, including but not limited to those found in the TTUHSC Student Handbook or other faculty or staff policies.

## **Written Notice of Dismissal**

If TTUHSC dismisses a Formal Complaint or allegations therein, it must promptly send written notice of the dismissal and the reason(s) for the dismissal simultaneously to all parties.

## **Appeal of Dismissal Decision**

Any party can appeal the dismissal decision in the manner provided in the Appeals Process section of this report.

## **General Requirements of the Grievance Process**

### **Equitable Treatment of Parties**

TTUHSC shall treat all Complainants and Respondents equitably by:

- Offering Supportive Measures;
- Providing remedies to a Complainant where a determination regarding responsibility for Title IX Sexual Misconduct has been made against the Respondent;
- Executing the Grievance Process in compliance with this Section before the imposition of any disciplinary sanctions or other actions that are not Supportive Measures against the Respondent; and
- Providing the parties with the same opportunities to have others present during any proceeding under the Grievance Process, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney.

*Advisors are any individual who provides the accuser or accused support, guidance, or advice. TTUHSC may not limit the choice or presence of an advisor for either the Complainant or the Respondent; however, TTUHSC may establish restrictions equally to both parties regarding the extent to which advisors may participate in the proceedings.*

## **No Conflicts of Interest**

The Grievance Process requires the TTUHSC Title IX Coordinator, Investigator, Hearing Panel members, appeal officers, and facilitators of an Informal Resolution process be free of conflicts of interest or bias against a party.

## **Presumption of Non-Responsibility - Standard of Evidence**

There will be a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process. The standard of evidence under the Grievance Process shall be a “preponderance of the evidence.”

## **Objectivity**

Credibility determinations may not be based on a person’s status as a Complainant, Respondent, or witness. TTUHSC shall require an objective evaluation of all relevant evidence, both inculpatory and exculpatory.

## **Annual Training**

TTUHSC Title IX Coordinators, Investigators, Hearing Officers, and Appeal Officers receive adequate and unbiased training on the application of the Sexual Misconduct policy, and the Grievance Process, including, where appropriate, how to conduct Hearings, the use of technology, and how to make relevancy decisions. All materials used to train these staff members are publicly available on the [Title IX Training website](#).

## **Notice to All Parties of Hearings, Interviews, or Meetings**

TTUHSC will provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

TTUHSC will provide written notice to Complainant and Respondent upon receipt of a Formal Complaint with sufficient details known at the time and with sufficient time to prepare a response before an initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Misconduct, and the date and location of the alleged incident, if known. Such notice will also include notice of the following:

- The Grievance Process, including the University’s Informal Resolution process;
- That the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Grievance Process;
- That the parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
- That the parties may inspect and review evidence; and
- Any applicable provision in the TTUHSC code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the Grievance Process.

If additional allegations are later included within the scope of the investigation under this Grievance Process, supplemental notice of such allegations will be provided at that time.

## **Prehearing Investigation**

The University will investigate allegations made in a Formal Complaint in accordance with this Grievance Process.

## Gather Evidence

- The burden of proof and burden of gathering evidence sufficient to reach a determination regarding responsibility will be the responsibility of TTUHSC and not the parties.
- TTUHSC, the Complainant and Respondent, TTUHSC Title IX Coordinator, Investigator, Hearing Panel members, or facilitators of an Informal Resolution process cannot require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege and the Recipient has obtained that party's voluntary, written consent to do so for the Grievance Process under this regulation. Such privileged documents include, among other things, documents that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party.
- TTUHSC will provide an equal opportunity for the parties to present witnesses and evidence, including fact and expert witnesses, and other inculpatory and exculpatory evidence during the prehearing investigation.
- TTUHSC will not restrict either party from discussing the allegations or from gathering evidence.

## Inspection and Review of Relevant Evidence

- Prior to the completion of an Investigative Report, TTUHSC will provide both parties with an equal opportunity to inspect and review any evidence obtained as part of the prehearing investigation that is directly related to the allegations raised in a Formal Complaint.
- TTUHSC will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy.
- The parties will have at least ten (10) days to submit a written response, which the Investigator will consider prior to the completion of an Investigative Report.

## Investigative Report

Upon completion of the investigation, TTUHSC will create an Investigative Report that fairly summarizes the relevant evidence. The report will be sent to each party and the party's advisor, if any, in an electronic format or hard copy, for their review and written response, at least ten (10) days prior to the hearing, if a hearing is required under this regulation or otherwise provided.

## General Requirements of the Hearing Process

If the Formal Complaint is not dismissed or resolved by Informal Resolution, the Formal Complaint will proceed to a live hearing. The hearing will be conducted in accordance with the procedure set forth in [TTUS Regulation 07.06.A – Attachment 2](#).

For Title IX and Non-Title IX Sexual Misconduct Hearings, a live hearing may be conducted with all parties physically present in the same geographic location or, at TTUHSC's discretion, any or all parties, witnesses, and other participants may appear at the hearing virtually, with technology enabling participants to simultaneously see and hear each other. At the request of either party, the live hearing may occur with the parties located in separate rooms; however, technology enabling the Hearing Panel, Hearing Officer, parties, and witnesses to simultaneously see and hear the party or the witness answering questions must be used.



For Title IX Sexual Misconduct Hearings, TTUHSC will appoint a four-member Hearing Panel. The Title IX Hearing Officer will be one of the four members of the Hearing Panel and will serve as the Hearing Panel's chair. The Hearing Panel will objectively evaluate all relevant evidence and renders a determination regarding responsibility after the hearing.

The Title IX Hearing Officer will oversee and conduct the hearing. When the independent Hearing Officer is a licensed attorney, the Hearing Officer will provide confidential legal advice to the Hearing Panel when the panel is deliberating the determination regarding responsibility and drafting the written determination regarding responsibility. In Non-Title IX Sexual Misconduct Hearings, TTUHSC will appoint a three-member Hearing Panel, with one member serving as the Hearing Chairperson.

All parties, witnesses, and other participants in a hearing must be physically or virtually present in a manner where all participants can simultaneously see and hear each other. In title IX Sexual Misconduct Hearings, each Complainant and Respondent shall have an advisor present at the hearing to conduct cross-examination, and each is entitled to select an advisor of their choice. In Non-Title IX Sexual Misconduct Hearings, each complainant and Respondent may have an advisor present, and the role of the advisor will be limited to advising only and will not be allowed to actively participate in the Hearing.

### **Hearing Procedure**

The Title IX Hearing Officer or Panel Chairperson will set the Rules of Order and Decorum and agenda for the hearing and will direct and oversee the hearing in accordance with this regulation and the Rules of Order and Decorum. The hearing shall be no more than four (4) hours in length, unless the Hearing Officer determines that exceptional circumstances exist justifying a longer hearing.

TTUHSC will create a record of the live hearing and make it available to the parties for inspection and review upon request. The Hearing Panel's deliberations are not part of the live hearing and therefore will not be part of the record.

Each party will have an opportunity to introduce evidence to the Hearing Panel. Only evidence (including but not limited to documents, media, witnesses, and other tangible evidence) provided by the parties to the Investigator during the pre-hearing investigation, and/or identified or included in the Investigative Report may be presented, introduced, or used at the hearing. Any new evidence identified after completion of the Investigative Report that a party intends to present, introduce, or use at the hearing must be provided to the TTUHSC Title IX Coordinator at least five (5) days prior to the hearing and to the other party at least three (3) days prior to the hearing.

Direct examination may be conducted by the Hearing Officer, Chairperson, or the Hearing Panel. In Title IX Sexual Misconduct Hearings, all cross-examination must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally. In Non-Title IX Sexual Misconduct Hearings, Complainants and respondents will be permitted to question statements and evidence presented by other parties. Only relevant cross-examination and other questions, including those challenging credibility, may be asked of a party or witness. Before a participant answers a cross-examination or other question, the Hearing Officer or Chairperson must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

**Written Determination Regarding Responsibility**

In Title IX Sexual Misconduct Hearings, after a hearing, the Hearing Panel will issue a written determination regarding responsibility that will include:

- Identification of the allegations potentially constituting Title IX Sexual Misconduct;
- A description of the procedural steps taken throughout the Grievance Process;
- Findings of fact supporting the determination regarding responsibility;
- Conclusions regarding the application of the University’s applicable conduct policy to the facts of the alleged conduct;
- A statement of and rationale for the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the TTUHSC Educational Programs or Activities will be provided by TTUHSC to the Complainant;
- A statement that TTUHSC’s procedures are permissible bases for the Complainant and Respondent to appeal; and
- A statement that the determination may be appealed by the parties pursuant to this regulation, and information on how to file such appeal.

TTUHSC will provide the written determination to the parties simultaneously. The written determination regarding responsibility becomes final when the time period to file an appeal has expired or when the written appeal decision has been sent to the parties.

In Non-Title IX Sexual Misconduct Hearings, after a hearing, the Hearing Panel will issue the following:

- Final Decision Letter that will include the allegations potentially constituting Non-Title IX sexual Misconduct;
- Findings of fact that support the determination regarding responsibility;
- A rationale for the result as to each allegation;
- Any disciplinary sanctions imposed; and
- The Appeal procedures.

TTUHSC will provide the written determination to the parties simultaneously. The decision becomes final when the time period to file an appeal has expired or when the written appeal decision has been sent to the parties.

**EMPLOYEE NON-TITLE IX SEXUAL MISCONDUCT COMPLAINT, INVESTIGATION, AND RESPONSE**

**Type and Location for Filing a Complaint**

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 [TTUS Regulation 07.10](#) shall apply.

**Required Form of Complaint**

To initiate an investigation, an Employee having a complaint under this regulation must submit a completed [Sexual Harassment, Sexual Assault, or Sexual Misconduct Report](#).

While there is no deadline to file a complaint, to promote prompt and equitable review, TTUS and TTUHSC encourages individuals who believe they have experienced Sexual Misconduct to come forward as soon as possible with their complaint and to seek assistance. Delays in reporting greatly limit the ability to stop the Sexual Misconduct, collect evidence, and/or take effective action against individuals or organizations accused of violating this regulation.

Individuals wishing to remain anonymous may file a complaint in any manner, including by telephone or written communication, with the TTUHSC Title IX Coordinator, a Title IX Deputy Coordinator, or the TTUS Office of Equal Opportunity. However, electing to remain anonymous may greatly limit the ability to investigate an alleged incident, collect evidence, and/or take effective action against individuals or organizations accused of violating this regulation.

Both the Complaining and Responding 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.

Upon the agreement of all involved parties, voluntary or informal resolution may be used to resolve complaints as defined in this regulation.

After the investigation is complete, the TTUS Office of Equal Opportunity will simultaneously provide notice in writing to the Complaining Party, to the Responding Party, and to the appropriate administrators of the determination of the outcome and the finding of the TTUS Office of Equal Opportunity. In the event a finding of a violation of this regulation is made, appropriate disciplinary actions or sanctions will be taken as determined by the appropriate administrator, up to and including termination of employment.

## **Appeals Process**

The following information applies to the Title IX Sexual Misconduct process and the Non-Title IX Sexual Misconduct process. Any areas that may be different will be specifically noted.

### **Grounds for Appeal**

For both Title IX Sexual Misconduct and Non-Title IX Sexual Misconduct, the parties may appeal a determination regarding responsibility or TTUHSC's dismissal of a formal complaint or any allegations therein on the following grounds. The parties may appeal a determination regarding responsibility or TTUHSC's dismissal of a Formal Complaint or any allegations therein on the following grounds:

- A procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- The TTUHSC Title IX Coordinator, Investigator(s), or Hearing Panel Members had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; or
- The sanctions imposed substantially vary from the range of sanctions normally imposed for similar infractions.

### **Process for Appeal**

The appeal process is initiated upon a party's filing of a written appeal within three (3) TTUHSC business days after TTUHSC's delivery of the written decision regarding responsibility. The written appeal must be filed with the TTUHSC Title IX Coordinator or the TTUS Office of Equal Opportunity, as directed in the written determination regarding responsibility. The written appeal must set forth the grounds for the appeal and any supporting information.

### **Response of Non-Appealing Party**

Upon the filing of a written appeal, TTUHSC will give written notice of the filed appeal to the non-appealing party. The non-appealing party will have three (3) TTUHSC business days after TTUHSC's delivery of the written notice to respond to the appeal.

## **Appeal Officer**

TTUHSC will designate a decision-maker for the appeal. The appeal officer shall not be the same person as any of the Hearing Panel members that reached the determination regarding responsibility or dismissal, the Investigator(s), or the TTUHSC Title IX Coordinator.

## **Response of Hearing Panel**

The appeal officer may submit the written appeal and non-appealing party's response to the Hearing Panel and the Hearing Panel may submit its response in support of the appeal or original decision to the appeal officer.

## **Review of Appeal**

The appeal officer will first review the appeal to determine if the appeal is timely and properly sets forth the appropriate grounds for appeal, with adequate accompanying evidence. If any of these requirements are not met, the appeal will be dismissed, and the decision will be final. If these preliminary requirements are met, the appeal officer will then review the substance of the appeal and make a final determination.

## **Written Decision and Notice**

Within five (5) TTUHSC business days of the non-appealing party's deadline to submit a response to the filed appeal, the appeal officer will issue a written decision describing the result of the appeal and the rationale for the result. The appeal officer will provide the written decision simultaneously to both parties. The written decision of the appeal officer is final and may not be appealed.

## **Employee Process for Appeal**

The finding of the TTUS Office of Equal Opportunity is final and not appealable by either party. 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, they may appeal within five business days to the TTUHSC Title IX Coordinator; however, if the disciplinary action recommended is tenure revocation, proceedings will be pursuant to TTUHSC's Tenure Policy.

The Complaining Party and Responding Party will be simultaneously notified in writing of any changes to the results of an appeal of any disciplinary action that occur prior to the time such results become final and when such results become final.

## **Notification to Victims of Crimes of Violence**

TTUHSC will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by TTUHSC against a student, faculty member, or staff member who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

## **Informal Resolution Process**

As an alternative resolution to Formal Complaints to the Grievance Process, after the parties have been provided written notice of a Formal Complaint, the TTUHSC may offer and facilitate the informal resolution process, which may include, but is not limited to, a mediation process. At any time prior to reaching a determination regarding responsibility, the University may begin the informal resolution process by obtaining the parties' voluntary, written consent to use this informal resolution process. Notwithstanding the foregoing, the informal resolution process will

not be offered to resolve allegations that a TTUHSC employee engaged in conduct against a student that would constitute Title IX or Non-Title IX sexual misconduct.

TTUHSC will not require any person to participate in the informal resolution process and will not condition enrollment, employment, or enjoyment of any other right or privilege upon agreeing to the informal resolution process. Any party may withdraw from the informal resolution process at any time prior to agreeing to a resolution and resume the grievance process with respect to the Formal Complaint.

## **Sanctions and Remedies**

The ranges of possible disciplinary sanctions and remedies following a determination regarding responsibility under the Grievance Process are set forth below. The ranges and examples set forth here do not reflect the probability that any particular outcome will occur.

### **Sanctions and Remedies against Students**

Possible sanctions or remedies that may be imposed on student Respondents can include, but are not limited to:

- Disciplinary reprimand;
- Educational training;
- Scheduling adjustment;
- Disciplinary probation;
- Withholding of grades, official transcripts, and/or degrees;
- Bar against readmission, bar against enrollment, and/or withdrawal from TTUHSC;
- Suspension of privileges, including but not limited to participation in extracurricular activities;
- Denial or revocation of degree;
- Time-limited disciplinary suspension;
- Disciplinary expulsion; or
- Any other sanctions or remedies as deemed appropriate by TTUHSC, given the circumstances.

### **Sanctions and Remedies against Faculty or Staff**

Possible sanctions or remedies that may be imposed on Faculty or Staff Respondents can include, but are not limited to: employment probation; job demotion or reassignment; suspension with or without pay for a specified period of time; dismissal or termination from employment; ineligibility for re-hire; other coaching, conduct or corrective actions described in TTUS Regulation 07.07; or any other sanctions or remedies as deemed appropriate by TTUHSC, given the circumstances.

### **Protections against Retaliation**

The following information applies to the Title IX Sexual Misconduct process and the Non-Title IX Sexual Misconduct process. Any areas that may be different will be specifically noted.

Retaliation against an individual who reports a potential violation in good faith under this regulation, assists someone with a report of a violation or participates or refuses to participate in any manner in an investigation, proceeding, hearing, or other resolution of a complaint made under this regulation is strictly prohibited and will not be tolerated.

Retaliation includes, but is not limited to threats, intimidation, coercion, discrimination, reprisals, or adverse actions related to an individual's employment or education. In addition, charges

against an individual for TTUHSC code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of Title IX Sexual Misconduct, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited employment, ineligibility for re-hire, other coaching, conduct or corrective actions as described under this regulation.

The University will take appropriate steps to ensure that an individual who, in good faith, reports, complains about, or participates or refuses to participate in an investigation, proceeding, hearing, or other resolution pursuant to this regulation will not be subjected to retaliation. Individuals who believe they are experiencing retaliation are strongly encouraged to lodge a complaint with TTUHSC using the same procedure outlined in this regulation.

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

An individual found to have knowingly and in bad faith provided materially false information may be subject to disciplinary action up to and including dismissal or separation from TTUHSC. A determination regarding responsibility alone is not sufficient to conclude that any party or witness made a materially false statement in bad faith.

### **Remedial Steps Available**

Note: The following information applies to the Title IX Sexual Misconduct process and the Non-Title IX Sexual Misconduct process. Any areas that may be different will be specifically noted.

Victims of sexual assault, dating violence, domestic violence or stalking are entitled to rights that ensure they are protected and can begin the process of getting back to life prior to being a victim. A victim may work with the TTUHSC Title IX Coordinator, Office of Student Affairs, TTUS Office of Equal Opportunity, or the Department of Human Resources. TTUHSC will work with the student, faculty member, or staff member to assist them through the processes below:

### **Interim Suspension or Emergency Removal**

TTUHSC may remove one or more students, faculty, or staff who are suspected of violating Student Handbook rules or TTUHSC policies prior to a hearing on the issue(s) if there is a potential for risk to one or more members of the TTUHSC communities.

### **Temporary No-Contact Order**

TTUHSC may impose a temporary “No-Contact Order” restricting contact between individuals during the course of an investigation.

### **Standing No-Contact Order and Geographic Restrictions**

TTUHSC may impose a permanent “No-Contact Order,” or an order restricting students, faculty, or staff who are found to have violated Student Handbook rules or TTUHSC policies from specific buildings or areas of campus.

## **Security Escorts**

TTUHSC may discuss options for ensuring travel safety to and from specific locations on and off campus.

## **Temporary Modifications of Living Arrangements**

TTUHSC may aid with locating temporary living arrangements, to the extent possible, at any time.

## **Temporary Modification of On-campus Employment**

TTUHSC can provide temporary reassignment of on-campus employment duties within TTUHSC during the course of an investigation. TTUHSC may also review the assigned duties of students, faculty, or staff who are alleged to have violated Student Handbook rules or TTUHSC policies.

## **Permanent Adjustment of On-Campus Employment**

If an employment assignment is no longer comfortable due to the experience, TTUHSC will assist in exploring other potential employment opportunities within TTUHSC, and may review the assigned duties of students, faculty, or staff who are found to have violated Student Handbook rules or TTUHSC policies.

## **Permanent Class Schedule Adjustments**

If it is determined that the most effective way to help ensure academic success is to adjust one or more classes that a student is enrolled in, TTUHSC will assist in minimizing the impact to the student's academic plans and goals.

## **No-Cost Psychological Support**

TTUHSC will provide no-cost psychological support services through the Program of Assistance for Students (PAS) or the Employee Assistance Program (EAP) to assist any student, faculty member, or staff member who requests the support as a result of any experience under investigation by the university.

## **No-Cost Academic Support**

If it is determined that the experience placed the survivor's academic success in jeopardy, the university will make academic support services available at no cost.

## **Assistance in Adding, Dropping, or Retaking Courses**

If the experience has made it difficult or impossible to continue with one or more classes for a period of time, TTUHSC will assist in the process of adding, dropping or retaking one or more courses at a different time, day, location or semester. TTUHSC will assist in determining the best course of action, considering financial aid, living, and academic situations.

## **Judicial Orders**

Victims of sexual assault, dating violence, domestic violence or stalking are entitled to judicial orders from the court upon request. TTUHSC will assist the survivor by working with them, and a crime victim advocate, to ensure that proper procedures are followed to obtain such an order.



# **ALCOHOL, ILLEGAL DRUGS, SUBSTANCE ABUSE AND WEAPONS**

**POLICIES GOVERNING ALCOHOL, DRUGS, AND WEAPONS  
CONSEQUENCES OF ALCOHOL AND DRUG RELATED  
VIOLATIONS**

**ALCOHOL AND OTHER DRUGS POLICY LISTINGS**

**ALCOHOL AND OTHER DRUGS EDUCATION, PROGRAMS,  
AND OUTREACH**

**WEAPONS POLICY**



## **POLICIES GOVERNING ALCOHOL, DRUGS, AND WEAPONS**

Texas Tech University Health Sciences Center (TTUHSC) is committed to providing students, faculty, staff, patients, and visitors safe, secure, and drug-free campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa). In compliance with the Drug Free Schools and Communities Act, TTUHSC publishes information regarding the institution's prevention programs related to drug and alcohol abuse prevention which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and TTUHSC policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for TTUHSC students and employees. A complete description of these topics, as provided in the institution's annual notification to students and employees, is available on the [TTUHSC Alcohol and Other Drugs Prevention Program website](#).

The TTUHSC Office of the President is responsible for implementation and oversight of the Drug and Alcohol Abuse Prevention Program at TTUHSC with the assistance of the Office of Institutional Compliance, Office of Student Affairs, the Office of Graduate Medical Education (GME), and the Department of Human Resources. TTUHSC has developed programs to prevent the illicit use of drugs and the abuse of alcohol by students, faculty, and staff. These programs provide services related to substance use and abuse including dissemination of informational materials, educational programs, counseling services, referrals, and potential disciplinary actions. Additional information regarding student, faculty, resident and staff guidelines for the Drug-Free Schools and Communities Act can be found in [TTUHSC OP: 10.03, Alcohol and Illegal Drugs](#), and [TTUHSC OP: 10.03 Attachment A](#).

### **Alcoholic Beverages**

The enforcement of alcohol laws on all TTUHSC campuses (Lubbock, Abilene, Amarillo, Dallas, Midland, Odessa) is primarily the responsibility of the TTPD and/or local law enforcement agencies, or local campus administration. The consumption of alcohol on all TTUHSC campuses is only permitted under certain circumstances as set forth by [TTUHSC OP: 72.16, Official Functions, Business Meetings, and Entertainment](#).

The TTPD proactively enforces these laws and TTUHSC policies concerning the possession, use and sale of alcoholic beverages on campus, including Texas underage drinking laws. Violators of alcohol policies are subject to the provisions of applicable state and federal laws as well as TTUHSC disciplinary actions. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by TTUHSC.

### **Illegal Drug Use**

TTUHSC policy prohibits the unlawful manufacture, distribution, dispensing, sale, possession, or use of controlled substances. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the TTPD and/or local law enforcement agencies, or local campus administration. Violators are subject to TTUHSC disciplinary action, criminal prosecution, fine and imprisonment.

## **CONSEQUENCES OF ALCOHOL AND DRUG RELATED VIOLATIONS**

### **Employee and Student Conduct**

State and federal laws regarding the possession, use, and sale of alcoholic beverages and illegal drugs are strictly enforced by the TTPD. Violators are subject to criminal prosecution,

fines, and imprisonment. All students, faculty, residents, and staff of TTUHSC are prohibited from the unlawful possession, use, or distribution of alcohol and illicit drugs on any institutional property or at any of its activities. Reporting to class or to work under the influence of intoxicants, including alcohol, or reporting to class or work while suffering from an alcoholic hangover, which interferes with learning or job performance and/or safety is prohibited.

## **Consequences for TTUHSC Violations**

Those who violate TTUHSC policy, or the TTUHSC Student Handbook are subject to sanctions. Faculty or staff who are found to be in violation of a TTUHSC policy pertaining to alcohol and/or drugs may be subject to disciplinary action. Faculty or staff who believe they may have a problem with alcohol and/or drugs should seek professional advice and treatment. Faculty or staff may seek confidential help or obtain a list of counseling and assistance programs by contacting the Department of Human Resources or the [Employee Assistance Program \(EAP\)](#).

Students who are found to be in violation of the TTUHSC Student Handbook pertaining to alcohol and/or drugs may be subject to disciplinary action. Students who believe they may have a problem with alcohol and/or drugs should seek professional advice and treatment. Students may seek confidential help or obtain a list of counseling and assistance programs by contacting the Office of Student Affairs or the [Program of Assistance for Students](#).

Organizers of events are responsible for compliance with all applicable laws and regulations at their events. If student organizers do not exercise responsible control over the conduct of their guests, they may be held accountable in student conduct proceedings, in addition to any applicable civil or criminal process. Individuals who engage in dangerous or destructive behavior involving unlawful possession, use or distribution of alcohol, either on or off campus, may also be subject to disciplinary action under the TTUHSC Student Handbook. Violators risk disciplinary actions up to and including expulsion or termination from TTUHSC, as well as prosecution by federal, state, and local law enforcement agencies.

## **Consequences for Criminal Violations of Alcohol Laws**

Infractions of the state's alcohol laws can be punishable by fines, probation, and/or jail time.

### **Illegal Possession of Alcohol (Under 21)**

- Class C Misdemeanor
- Suspension of driver's license
- Community Service

### **Driving/Operating a Vehicle Under the Influence of Alcohol**

- Class A or B Misdemeanor
- Suspension of driver's license

### **Illegal Transportation of Alcohol**

- Class C Misdemeanor

## **Consequences for Criminal Violations of Drug Laws**

Violations of the state's drug laws are punishable by a fine and/or imprisonment. Penalties depend on the quantity involved, the criminal record of the violator, and other factors. There are additional aggravating factors that can increase any penalty.

### **Possession of Marijuana**

- Class A or B Misdemeanor, or felony depending on the amount.
- Possible imprisonment and up to a \$50,000 fine.

**Marijuana Distribution**

- Class A or B Misdemeanor, or felony depending on the amount.
- Possible imprisonment and up to a \$50,000 fine.

**Possession of Cocaine, Narcotic Drug, or Controlled Substance**

- Felony depending on the amount.
- Possible imprisonment and up to a \$100,000 fine.

**Cocaine, Narcotic Drug, or Controlled Substance Distribution**

- Felony depending on the amount.
- Possible imprisonment and up to a \$250,000 fine.

**ALCOHOL AND OTHER DRUGS POLICY LISTINGS**

TTUHSC policies pertaining to the possession, use, and sale of alcohol and other drugs are can be found at the following links:

<a href="#">HSC OP: 10.03</a>	Alcohol and Illegal Drugs
• <a href="#">Attachment A</a>	Student, Faculty, Resident and Staff Guidelines
<a href="#">HSC OP: 10.19</a>	Smoke, Tobacco and E-Cigarette Free Environment
<a href="#">HSC OP: 52.06</a>	Standards of Conduct and Ethics Guide
<a href="#">HSC OP: 70.39</a>	Drug-Free Workplace Policy
• <a href="#">Attachment A</a>	Employee Consent and Release for Alcohol and Drug Testing
<a href="#">HSC OP: 70.41</a>	Drug and Alcohol Testing for Safety-Sensitive Positions Requiring a Commercial Drivers License
• <a href="#">Attachment A</a>	Employee Consent Form for Alcohol/Drug Testing
<a href="#">HSC OP: 72.15</a>	Purchasing Card Program
<a href="#">HSC OP: 72.16</a>	Official Functions, Business Meetings, and Entertainment
• <a href="#">Attachment A</a>	Pre-Approval Form for Official Functions
• <a href="#">Attachment B</a>	Authorization to Serve Alcohol Form
<a href="#">HSC OP: 77.15</a>	Working with Affiliated Entities – Student Drug Screenings
<a href="#">SOM OP: 20.12</a>	Health, Wellness and Rehabilitation of Faculty, Physicians in Training (Fellows and Residents), and Students
<a href="#">SOM OP: 40.07</a>	Impaired Students
<a href="#">TTUHSC Student Handbook</a>	Code of Professional Conduct

**ALCOHOL AND OTHER DRUGS EDUCATION, PROGRAMS, AND OUTREACH**

The Office of Student Affairs and the Program of Assistance for Students (PAS) offer a variety of resources to address alcohol and other drugs safety and related concerns for students or student organizations. The Department of Human Resources and the Employee Assistance Program (EAP) also offer a variety of resources to address alcohol and other drugs safety and related concerns for faculty or staff. A complete list of TTUHSC’s education, programs and outreach to address alcohol and other drugs is available on the [TTUHSC Alcohol and Other Drugs Prevention Program website](#).

## WEAPONS POLICY

TTUHSC allows handgun license holders, to carry their handgun, concealed on their person, on the campuses of TTUHSC. The open display of a handgun in plain view of another person on TTUHSC property is never allowed except by an authorized individual such as a peace officer while in the actual discharge of his/her duty. Authorized permit holders are not required to disclose their concealed carry license status to anyone other than a law enforcement officer. The university will not maintain a list of concealed carry license holders.

The University President is the only person with the authority to declare a specific premise or venue as an exclusionary zone. As allowed by Sec. 411.2031, Texas Government Code, and under the authority of the TTUHSC President, the following areas have been designated as restricted areas in which the possession of a concealed handgun is prohibited except by an authorized individual (i.e. a peace officer) while in the actual discharge of the individual's official duties.

- Designated medical service areas
- Other areas temporarily posted as allowed by Texas Penal Code Sections 30.06, 46.03 and 46.035
- Designated research laboratories.

The TTUHSC Student Handbook states that illegal or unauthorized possession of firearms, explosives, other weapons, or dangerous chemicals or use of any item, in a manner that attempts to harm others is prohibited. [HSC OP: 10.30, Regulations for the Carrying of Concealed Handguns by License Holders.](#)



# ANNUAL DISCLOSURE OF CAMPUS CRIME STATISTICS

ANNUAL DISCLOSURE OF CRIME STATISTICS  
CLERY ACT GEOGRAPHY  
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ARRESTS AND DISCIPLINARY REFERRALS DEFINITIONS  
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CRIME STATISTIC TABLES

## ANNUAL DISCLOSURE OF CRIME STATISTICS

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) [20 USC §1092(f), 34 CFR §668.46], Texas Tech University Health Sciences Center (TTUHSC) is required to distribute the information contained in this Annual Campus Security Policy and Crime Statistics Report (ASR) to all current and prospective students, and all current and prospective employees. This section includes information on crime statistics specific to TTUHSC campuses located in Lubbock, Abilene, Amarillo, Dallas, Midland, and Odessa, Texas. The provided statistics are inclusive of calendar years 2020, 2021, and 2022.

Crime statistics reported within the tables in this report are in accordance with crime definitions provided by the Federal Bureau of Investigation (FBI) for use in the Uniform Crime Reporting (UCR) system. This report includes statistics for crimes reported that occurred within TTUHSC campus geography as defined by the Clery Act. Crime statistics were reported to the Texas Tech Police Department (TTPD), local law enforcement agencies, designated Campus Security Authorities (CSAs), or other designated departments. This report also includes statistics for referrals for campus disciplinary action for liquor, drug and weapon law violations, as required under the Clery Act. Statistical information for certain off-campus locations or property owned or controlled by TTUHSC or registered student organizations, as well as public property within or immediately adjacent to TTUHSC campuses, is compiled by the Clery Compliance Officer following requests for such information from local law enforcement agencies for the cities where TTUHSC campuses are located.

The crime statistic tables appearing on the following page(s) are prepared using data from documents provided, maintained, and reviewed by TTPD, the Office of Student Affairs, the Department of Human Resources, the Title IX Coordinator, the Office of Equal Opportunity, the Division of Institutional Excellence and Culture, Campus Business Operations Officers, Campus Security Authorities (CSAs), designated departments, and cooperating external law enforcement agencies.

## CLERY ACT GEOGRAPHY

It is important to note that the crime statistics in the following tables are for reported crimes that occurred within specific campus geography outlined by the Clery Act as defined below. The crime statistics include all Clery Act-reportable crimes or incidents that occurred within the campus geography, regardless of affiliation with TTUHSC. Not all reported crimes necessarily involved students, faculty, or staff of TTUHSC. Clery Act geography is classified by a unique set of definitions outlined by the Clery Act. The statistics reported in the following tables are published according to the campuses where they occurred. The following definitions are used to distinguish between these various locations for statistical reporting purposes.

### On-Campus

- Any building or property owned or controlled by the institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
- Any building or property that is within or reasonably contiguous to the area identified in the previous paragraph above that is owned by TTUHSC, but is controlled by another person or entity, is frequently used by students, and supports institutional purposes (e.g., a food or retail vendor).

## On-Campus Residence Halls

- TTUHSC does not own or control any housing facilities for students, whether on- or off-campus, including the Lubbock, Abilene, Amarillo, Dallas, Midland, and Odessa campuses.

## Non-Campus Property

- Any building or property owned or controlled by a student organization that is officially recognized by TTUHSC, or
- Any building or property owned or controlled by TTUHSC that is used in direct support of, or in relation to, TTUHSC's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the TTUHSC Clery Act geography.

## Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

## Reasonably Contiguous

As defined in the 2016 Handbook for Campus Safety and Security Reporting, "Reasonably Contiguous refers to a building or property an institution owns or controls that is in a location that students consider to be, and treat as, part of the "campus." Generally speaking, it is reasonable to consider locations within one mile from the core or main campus border to be reasonably contiguous with the campus.

## CLERY ACT CRIME DEFINITIONS

The Clery Act divides reportable crimes into four categories to assist with a better understanding of each type of crime. The four categories, as indicated below, are Criminal Offenses, Hate Crimes, Violence Against Women Act Offenses, and Arrests and Referrals for Disciplinary Action. The following definitions and statistics are reported in accordance with those guidelines.

### Criminal Offenses

- **Murder/Non-Negligent Manslaughter:** The willing (non-negligent) killing of one human by another.  
*NOTE: deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.*
- **Manslaughter by Negligence:** The killing of another person through gross negligence.

### Sex Offenses

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. An offense that meets the definition of rape, forcible fondling, incest, or statutory rape as used in the FBI's UCR program.

- **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.
- **Fondling:** The touching of the private 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 his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

## **Robbery**

The 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.

## **Aggravated Assault**

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were completed.

## **Burglary**

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes:

- Unlawful entry with intent to commit a larceny or a felony;
- Breaking and entering with the intent to commit a larceny;
- Housebreaking, safecracking; and
- All attempts to commit any of the aforementioned.

## **Motor Vehicle Theft**

The theft or attempted theft of a motor vehicle. All cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joy riding, should be classified as motor vehicle theft.

## **Arson**

The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, or personal property of another kind.

## **VIOLENCE AGAINST WOMEN ACT OFFENSES**

### **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 based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- For the purposes of this definition:
  - Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
  - Dating violence does not include acts covered under the definition of domestic violence.
- For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

### **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 other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Stalking**

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.
- For the purposes of this definition:
  - 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.
  - 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.

**ARREST AND DISCIPLINARY REFERRALS DEFINITIONS**

**Arrest**

An arrest for Clery Act purposes is defined as persons processed by arrest, citation or summons.

**Disciplinary Referral**

Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

**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.

**Drug Abuse Violation**

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

The relevant substances include, but are not limited to the following:

- **Opium or cocaine** and their derivatives (morphine, heroin, codeine);

- **Marijuana**; and
- **Synthetic narcotics** – manufactured narcotics that can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

## Weapon Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

## HATE CRIMES

### Hate Crime Definitions

The Clery Act defines a Hate Crime as a criminal offense (larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property, and other Clery Act crimes) that manifests evidence that the victim was intentionally selected because of the perpetrator's bias (race, ethnicity, national origin, gender, gender identity, sexual orientation, religion and/or disability) against the victim.

In addition to any of the above Clery crimes, the following acts are reportable as Hate Crimes under the Clery Act. A crime is classified as a Hate Crime when the evidence suggests the victim was intentionally selected because of the victim's actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

TTUHSC is also required to report statistics for bias-related (hate) crimes by the type of bias as defined below for all of the above Clery crimes and the additional hate crimes listed here. Although there are many possible categories of bias, under the Clery Act, only the eight categories listed below are reported.

### Additional Hate Crimes

- **Larceny-Theft**: the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
- **Simple Assault**: 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.
- **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.
- **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.

### Bias Categories

- **Race**: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks 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. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.
- **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 non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.
- **Ethnicity:** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.
- **National Origin:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.
- **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.

## HIERARCHY RULE

When counting multiple offenses, the Clery Act requires the use of the FBI's UCR Hierarchy Rule. Under this rule, when more than one criminal offense was committed during a single incident only the most serious offense is counted. A single incident means that the offenses were committed at the same time and place. Beginning with the most serious offense, the hierarchy for reporting Clery Act offenses is:

- Murder and Non-negligent Manslaughter;
- Manslaughter by Negligence;
- Sexual Assault;
- Robbery;
- Aggravated Assault;
- Burglary; and
- Motor Vehicle Theft.

The crimes of Arson, Sexual Assault, Domestic Violence, Dating Violence, Stalking, and Hate Crimes are not governed by the hierarchy rule, and statistics for these incidents are reported in these categories in addition to any other crime category covered under the hierarchy rule, if applicable. The crime statistics also reflect no hierarchy rule for drug, liquor and weapon law

violations, where TTUHSC chooses the most severe infraction to count. An example of this would be if a person was arrested or referred for drug and liquor violations; a drug statistic would be counted and not the alcohol and an arrest is counted over a referral.

## UNFOUNDED CRIMES

Under the reauthorization of the Violence against Women Act regulations, an institution may withhold or subsequently remove a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore unfounded. Only sworn or commissioned law enforcement personnel may “unfound” a crime report. The recovery of stolen property, the low value of stolen property, refusal of the victim to cooperate with the prosecution, the failure to make an arrest, and a determination by a coroner, court or jury are not adequate grounds for “unfounding” a crime report.

## CRIME STATISTICS TABLES

The following tables contain crime statistics specific to each individual TTUHSC campus.

- TTUHSC – Lubbock
- TTUHSC – Abilene
- TTUHSC – Amarillo
- TTUHSC – Dallas
- TTUHSC – Midland
- TTUHSC – Odessa

***Note: TTUHSC does not own, operate, maintain, or lease student residential housing or facilities; therefore, Clery Act requirements to provide statistics related to student housing, missing students, or fire prevention policies do not apply.***

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – LUBBOCK CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Lubbock Campus*

CRIMINAL OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Murder / Non-negligent Manslaughter	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Fondling	2021	1	0	0	1
	2022	0	0	0	0
	2023	0	1	0	1
Sex Offense: Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	0	0	1	1
	2022	0	2	0	2
	2023	1	0	0	1
Burglary	2021	0	0	0	0
	2022	0	1	0	1
	2023	1	0	0	1
Motor Vehicle Theft	2021	1	0	0	1
	2022	0	0	0	0
	2023	2	1	0	3
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

\*\* There were no unfounded crimes in 2021 or 2022, and 1 unfounded crime in 2023.

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – LUBBOCK CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Lubbock Campus*

VIOLENCE AGAINST WOMEN ACT OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Dating Violence	2021	0	0	0	0
	2022	1	0	0	1
	2023	0	0	0	0
Domestic Violence	2021	1	0	2	3
	2022	1	1	0	2
	2023	2	0	1	3
Stalking	2021	2	0	0	2
	2022	3	0	0	3
	2023	0	0	0	0

ARRESTS & REFERRALS FOR DISCIPLINARY ACTION					
ARREST / REFERRAL	Year	On Campus Property	Non-Campus Property	Public Property	Total
Liquor Law Arrests	2021	0	0	1	1
	2022	1	0	0	1
	2023	0	0	0	0
Drug Law Arrests	2021	1	0	6	7
	2022	5	1	5	11
	2023	5	0	6	11
Weapons Law Arrests	2021	0	0	1	1
	2022	1	0	0	1
	2023	1	0	0	1
Liquor Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

HATE CRIME OFFENSES	
2021	No hate crimes were reported
2022	No hate crimes were reported
2023	No hate crimes were reported

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – ABILENE CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Abilene Campus*

CRIMINAL OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Murder / Non-negligent Manslaughter	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Fondling	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Burglary	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2021	0	3	0	3
	2022	0	0	0	0
	2023	0	0	0	0
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

\*\* There were no unfounded crimes in 2021, 2022 or 2023.

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – ABILENE CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Abilene Campus*

VIOLENCE AGAINST WOMEN ACT OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Dating Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Stalking	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

ARRESTS & REFERRALS FOR DISCIPLINARY ACTION					
ARREST / REFERRAL	Year	On Campus Property	Non-Campus Property	Public Property	Total
Liquor Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	1	0	1
	2023	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

HATE CRIME OFFENSES	
2021	No hate crimes were reported
2022	No hate crimes were reported
2023	No hate crimes were reported



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – AMARILLO CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Amarillo Campus*

CRIMINAL OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Murder / Non-negligent Manslaughter	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Fondling	2021	0	0	0	0
	2022	1	0	0	1
	2023	0	0	0	0
Sex Offense: Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Burglary	2021	1	0	0	1
	2022	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

\*\* There were no unfounded crimes in 2021, 2022 or 2023

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – AMARILLO CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Amarillo Campus*

VIOLENCE AGAINST WOMEN ACT OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Dating Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Stalking	2021	0	0	0	0
	2022	3	0	0	3
	2023	0	0	0	0

ARRESTS & REFERRALS FOR DISCIPLINARY ACTION					
ARREST / REFERRAL	Year	On Campus Property	Non-Campus Property	Public Property	Total
Liquor Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

HATE CRIME OFFENSES	
2021	No hate crimes were reported
2022	No hate crimes were reported
2023	No hate crimes were reported

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – DALLAS CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Dallas Campus*

CRIMINAL OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Murder / Non-negligent Manslaughter	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Fondling	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	1	0	0	1
	2022	0	0	0	0
	2023	0	0	0	0
Burglary	2021	0	0	0	0
	2022	1	0	0	1
	2023	1	0	0	1
Motor Vehicle Theft	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

\*\* There were no unfounded crimes in 2021, 2022 or 2023

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – DALLAS CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Dallas Campus*

VIOLENCE AGAINST WOMEN ACT OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Dating Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Stalking	2021	1	0	0	1
	2022	0	0	0	0
	2023	0	0	0	0

ARRESTS & REFERRALS FOR DISCIPLINARY ACTION					
ARREST / REFERRAL	Year	On Campus Property	Non-Campus Property	Public Property	Total
Liquor Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

HATE CRIME OFFENSES	
2021	No hate crimes were reported
2022	No hate crimes were reported
2023	No hate crimes were reported

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – MIDLAND CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Midland Campus*

CRIMINAL OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Murder / Non-negligent Manslaughter	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Fondling	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Burglary	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

\*\* There were no unfounded crimes in 2021, 2022 or 2023

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – MIDLAND CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Midland Campus*

VIOLENCE AGAINST WOMEN ACT OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Dating Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2022	0	1	0	1
	2023	0	0	0	0
Stalking	2021	0	0	0	0
	2022	1	0	0	1
	2023	0	0	0	0

ARRESTS & REFERRALS FOR DISCIPLINARY ACTION					
ARREST / REFERRAL	Year	On Campus Property	Non-Campus Property	Public Property	Total
Liquor Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

HATE CRIME OFFENSES	
2021	No hate crimes were reported
2022	No hate crimes were reported
2023	No hate crimes were reported

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – ODESSA CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Odessa Campus*

CRIMINAL OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Murder / Non-negligent Manslaughter	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Fondling	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sex Offense: Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Burglary	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2022	0	0	0	0
	2023	1	0	0	1
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

\*\* There were no unfounded crimes in 2021, 2022 or 2023

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – ODESSA CAMPUS

*Note: There is no On-Campus student residential housing on the TTUHSC Odessa Campus*

VIOLENCE AGAINST WOMEN ACT OFFENSES					
CRIME CLASSIFICATION	Year	On Campus Property	Non-Campus Property	Public Property	Total
Dating Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Stalking	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

ARRESTS & REFERRALS FOR DISCIPLINARY ACTION					
ARREST / REFERRAL	Year	On Campus Property	Non-Campus Property	Public Property	Total
Liquor Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

HATE CRIME OFFENSES	
2021	No hate crimes were reported
2022	No hate crimes were reported
2023	No hate crimes were reported