



UNT | DALLAS
UNIVERSITY OF NORTH TEXAS AT DALLAS

ANNUAL SECURITY & FIRE SAFETY REPORT

2024 - 2025

Campus Crime Statistics 2021-2023

Safety Programs and Services Including Sexual Assault & Sexual Violence

Violence Against Women Act

Fire Statistics 2021-2023

Fire Safety Report

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Message from the President



At the University of North Texas at Dallas, the safety and security of our campus community is our top priority. The University must be a safe place to learn, work, and visit. Every member of our community plays a part through their vigilance, compassion, and support of each other. Thank you for reviewing the university's 2024 Annual Security and Fire Safety Report. By working together as one team, we can ensure the University of North Texas at Dallas is safe and secure for the entire campus community.

Dr. Warren Von Eschenbach
Interim President

Message From the Chief of Police



Our mission is to reduce crime and the fear of crime by ensuring a safe environment for everyone. This means providing our officers and staff with the finest training, equipment, and leadership; and partnering with the campus community to achieve our safety and security goals. I encourage you to use this report to advocate for your own personal safety and to assist us in keeping the University of North Texas at Dallas safe. We welcome your input and value your concerns for making our community a safer place to live, study, and work.

Christopher Shaw
Chief of Police

The Clery Act

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

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

Compliance with the Clery Act

The Clery Act requires the University of North Texas at Dallas (UNT Dallas) to provide timely warnings of crimes that represent a threat to the safety of students and employees. The campus security policies are made available to the public on the university's website. The act requires UNT Dallas to collect, report, and make the Annual Security and Fire Safety Report (ASFR) available to everyone on campus, as well as to the U.S. Department of Education annually.

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

1. Publish and distribute the ASFR to current students, prospective students and employees by October 1st of each year. The report must include crime statistics for the past three years, campus policies about safety and security measures, campus crime prevention programs, and list procedures to be followed in the investigations and prosecution of alleged sex offenses.
2. Provide students and employees with timely warnings of crimes that represent a threat to their safety.
3. The UNT Dallas Police Department must keep and make available a crime log of all crimes reported to them in the past 60 days.
4. Disclose missing student notification procedures that pertain to students.
5. Disclose fire safety information for on-campus student housing facilities. In addition to the items above, this ASFR addresses the Violence Against Women Act (VAWA) amendments to the Clery Act. VAWA expanded the rights afforded to campus survivors of sexual assault, domestic violence, dating violence, and stalking.

The safety and security of all members of the university community are of paramount concern.

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This report contains detailed information regarding crime prevention, fire safety, law enforcement authority, crime reporting policies, disciplinary procedures, and other areas of security and safety on campus.

This report also contains information about campus crime statistics for UNT Dallas and UNT Dallas College of Law (COL). Members of the campus community are encouraged to use this report as a guide for safe practices on and off campus. The report is available on the Internet at <https://www.untDallas.edu/police/public-information/clery.php>.

Prospective employees and students are notified about the availability and location of the report via the online employee and student application process. This report is prepared in cooperation with the UNT Dallas Police Department (UNT Dallas PD), Title IX, Student Affairs, local law enforcement agencies, and Human Resources. Each entity provides current information about its safety and security educational efforts and programs. Annually, UNT Dallas sends a written request to Campus Security Authorities (CSAs) requesting information about all Clery Crimes that occurred on UNT Dallas's Clery Geography (City of Dallas and Dallas County), COL that were reported to them. UNT Dallas does allow individuals to report crimes on a confidential, voluntary basis for inclusion in the annual disclosure of crime statistics.

Reports of criminal activity given to CSAs and reports of crimes made to local law enforcement agencies are requested and included in the ASFR as required by the Clery Act.

CSA means an individual with responsibility for campus safety and security. This includes campus police; individuals who are responsible for monitoring buildings or university grounds or with similar security responsibilities who are not part of campus police; individuals or organizations specifically identified to receive reports of criminal offenses; and university officials, including but not limited to all deans, directors, department chairs, student housing, student conduct, Athletics, Title IX coordinator, fraternity and sorority life staff, survivor advocates, ombudsperson, and advisors to student organizations.

University of North Texas at Dallas Police Department Mission

The UNT Dallas PD uses innovative practices, continuous training, and regional partnerships to provide professional public safety services, thereby reducing crime and the fear of crime. In doing so, the UNT Dallas PD fosters and maintains an environment that supports the well-being of UNT Dallas students, staff, faculty, and visitors.

Authority to Arrest and Relationships

UNT Dallas PD strives to provide a safe environment for all individuals by developing a partnership with students, administrators, faculty, staff, and members of the community. The UNT Dallas PD serves as the principal provider of safety and security for the UNT Dallas main

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campus and COL campus, supplementing services with private contracted security on the COL campus.

All UNT Dallas PD officers are commissioned law enforcement officers and derive their law enforcement authority from the Texas Education Code, Sec.51.212 and the Texas Code of Criminal Procedure, Title 1, Chapter 2, Art. 2.12:

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.51.htm>.

Inter-Agency Cooperation

UNT Dallas PD maintains a professional relationship with local, state, and federal law enforcement. These agencies include Dallas Police Department, Dallas County Sheriff's Office, Dallas Area Rapid Transit Police Department, Department of Public Safety, Texas Alcohol Beverage Commission (TABC), and the City of DeSoto-Southwest Regional Communication Center. UNT Dallas PD may request Dallas Police Department response for investigations of homicide, suicide, or sexual assault and may take the lead on other major felony crimes. There is an Inter-local Mutual Aid Agreement between the UNT Dallas PD, Dallas Police Department, Dart, Sherriff's Department, TABC, and the Department of Public Safety.

Daily Crime Log

The UNT Dallas PD operates 24 hours a day, 7 days a week, 365 days a year. The UNT Dallas PD keeps an online 60-day Daily Crime Log (<https://www.untdallas.edu/police/public-information/clery.php>). The Daily Crime Log documents any crime that occurred within the UNT Dallas' jurisdiction that is reported to the UNT Dallas PD. This log includes the nature, date, time, and general location of each crime, and the disposition of the complaint, if known. The UNT PD also keeps a Daily Crime Log which is available for public inspection during normal business hours at the UNT Dallas PD Office, 7400 University Hills Blvd., Suite 135 (Founders Hall), Dallas, TX 75241.

Carrying of Concealed Handguns and Other Firearms

UNT Dallas is committed to providing a safe environment for students, faculty, staff, and visitors, and to respecting the right of individuals who are permitted by law [the Constitution and state law] to carry a firearm, [including individuals licensed to carry a handgun]. Individuals who are licensed to carry handguns may do so on campus property except in locations and at activities prohibited by law or by this policy. All other firearms are expressly prohibited, regardless of whether the individual is a licensed holder. This policy does not apply to commissioned peace officers as defined in article 2.12 of the Texas Code of Criminal Procedures.

View the UNT Dallas Campus Carry policy at:

<https://untsystem.policytech.com/dotNet/documents/?docid=1298&public=true>

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Notification for Crimes of Violence

Upon written request, the UNT Dallas PD will disclose to the victim the results of disciplinary proceedings against the perpetrator when the crime involves violence or sex offenses. If the alleged victim is deceased as a result of the crime or offense, the victim's next of kin may ask to be notified. Resources for victims of violent crimes may be obtained through the Dallas County District Attorney's Office at (214) 653-3600.

Crime Prevention Programs

Crime Prevention Programs are provided twice each semester for students, faculty, staff, and the community. Programs include the UNT Dallas PD procedures, and crime prevention. Crime awareness/prevention information is also part of freshman and new employee orientation.

Prevention programs include:

- Personal Safety/Self Defense
- Theft/Robbery Prevention
- Safety and Security in the Workplace/Campus
- Emergency Preparedness
- Alcohol Abuse and Binge Drinking

The UNT Dallas PD coordinates with the Title IX Coordinator and the Dean of Students to provide educational information about disruptive students, the Clery Act, and Title IX.

Safety and Security Programs

Security Escort Services: The UNT Dallas PD provides security escort services for the UNT Dallas community. The service is limited to on-campus locations. call (972) 780-3000.

Emergency Blue Light Phones: Emergency phones have been placed at strategic locations on the UNT Dallas main campus. When the emergency button is pushed, the location of the call is automatically identified, and the caller is connected to police dispatch. Individuals with hearing impairments should dial (800) RELAY TX (735-2988) (TTY).

Motorist Assistance: The UNT Dallas PD provides limited assistance if individuals are unable to start their vehicles, retrieve locked keys, etc. These services are not available at all times, but the UNT Dallas PD will assist in obtaining services from another source.

Reporting a Crime or Other Emergency

UNT Dallas encourages everyone to report crimes, suspicious activity, or emergencies promptly and accurately to the UNT Dallas PD. By doing so, law enforcement officers and other appropriate personnel can respond quickly and provide timely warnings and emergency

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notifications to the campus community. Prompt and accurate reporting further ensures the reporting of crimes pursuant to the Clery Act.

The UNT Dallas PD may report to area law enforcement agencies any illegal conduct of students, faculty, or staff on university property or off-campus locations. In addition, the UNT Dallas PD may refer any evidence to the proper law enforcement authorities.

Accurate and Prompt Reporting of Criminal Offenses

Except in cases involving suspected child abuse or neglect, which must be reported, a Complainant has the right to report or decline to report to law enforcement. Prompt and accurate reporting of criminal offenses aids in providing a timely response and timely warning notices to the community when appropriate and assists in compiling accurate crime statistics. Community members, students, faculty, staff, and visitors are encouraged to report all crimes and public safety related incidents in an accurate and timely manner to UNT Dallas PD and local law enforcement, including when the victim of crime elects to or is unable to make such a report. The campus community is encouraged to report all crimes in a timely manner. The UNT Dallas PD response(s) include, but are not limited to:

- Emergencies;
- Investigations;
- Arrests and filing of criminal charges;
- Referrals to appropriate campus and community agencies; and
- Making timely warnings and reports of crimes that represent a continuing threat to students and employees.

For Emergencies:

Dial 911. Emergencies may include, but are not limited to: crime in progress, medical emergencies, intoxicated person, safety hazards, or any situation that may appear suspicious or dangerous.

For Non-Emergencies:

Call the UNT Dallas PD at (972) 780-3009 or personally visit the UNT Dallas PD, located in Founders Hall, Suite 131. For the COL, call the security desk at (214) 571-4811, or visit the first floor #132 and B2-12.

Contact an officer in uniform on patrol. Request assistance from any UNT Dallas official with reporting an alleged crime. TTY callers: RELAY TX (800) 735-2988 (TTY).

For non-emergencies off campus:

Dallas Police Department:	(214) 671-4500
Dallas County Sheriff's Office:	(214) 749-8641

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Notice of Non-Discrimination & Retaliation

UNT Dallas does not discriminate based on race, color, national origin, religion, sex, sexual orientation, age, disability, genetic information, or veteran status in its employment policies, procedures, and processes.

UNT Dallas through the Office of Equal Opportunity (EO) will promptly investigate and resolve all complaints of discrimination, harassment (including sexual harassment), and related retaliation in accordance with applicable federal and state laws. EO takes actions to prevent retaliation against individuals who report or file a charge of discrimination or harassment; participate in an investigation or oppose any form of discrimination or harassment.

Any UNT Dallas employee who experiences, observes, or becomes aware of discrimination, sexual harassment, and/or related retaliation must promptly report the incident(s) unless they are a licensed health care provider or a licensed counselor acting in this capacity as part of their official employment. Students and non-affiliated members of the public are encouraged to report incidents, but not required. Please direct questions to EO at HRS.EO@untsystem.edu or call (972) 338-1125 or 214-571-2427.

Submit reports to:

Title VII Reporting Form – UNT System Office of Equal Opportunity (Title VII and ADA)

Title IX Reporting Form – Sexual Misconduct (Sexual Harassment and Sexual Violence), Dating Violence, Domestic Violence and Stalking

https://cm.maxient.com/reportingform.php?UNTDallas&layout_id=3

Online and Anonymous TrustLine Reporting (except for Title IX for mandated reporters)

Dr. Maureen McGuinness, Title IX Coordinator

Larryisa Thomas, Deputy Title IX Coordinator

DAL 1, Suite 356

7300 University Hills Blvd, TX 75241

Titleix@untdallas.edu

(817) 735-5919

Reports related to **disability discrimination or to make inquiries** can also be made to the Office of Equal Opportunity at HRS.EO@untsystem.edu or (214)-571-2427.

Individuals may file a complaint at any time with any local, state, or federal civil rights office, including the Equal Employment Opportunity Commission, the Texas Workforce Commission's Civil Rights Division, the U.S. Department of Education's Office of Civil Rights, and the U.S. Department of Justice.

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For emergencies: 911

For non-emergencies, contact local law enforcement:

UNT Dallas PD: (972) 780-3000

Dallas Police Department: (214) 671-4500

Dallas County Sheriff's Office: (214) 749-8641

Mandatory Requirement to Report Sexual Misconduct

Effective September 1, 2019, all UNT Dallas employees are required by state law to promptly report incidents of sexual misconduct to the Title IX Coordinator. This statutory requirement to report is triggered if, in the course and scope of their employment, the employee witnesses or receives information that the employee reasonably believes constitutes **sexual harassment, sexual assault, dating violence, or stalking** committed by or against an individual who is a UNT Dallas employee or is enrolled as a student at the time of the incident. This includes an incident involving an individual not affiliated with UNT Dallas who has been victimized by a UNT Dallas employee or student or is accused of victimizing a UNT Dallas employee or student.

https://cm.maxient.com/reportingform.php?UNTDallas&layout_id=3

A UNT Dallas employee, who knowingly fails to report an incident, may be terminated in accordance with Texas state law and UNT Dallas policy. Additionally, a UNT Dallas employee who fails to report may be charged with a Class A Misdemeanor punishable by up to one year in jail, a fine of up to \$4,000, or both (jail time and a fine.) A UNT Dallas employee who may be the victim of sexual harassment, sexual assault, dating violence, or stalking is not required to report the incident.

What to Report

UNT Dallas employees must report all known information about the incident; including whether the victim expressed a desire for confidentiality in reporting the incident. A UNT Dallas employee who has been designated by UNT Dallas as an employee with whom a student may speak confidentially concerning sexual harassment, sexual assault, dating violence, or stalking, is only required to report the type of incident. Similarly, a UNT Dallas employee receiving information regarding sexual misconduct under circumstances that make the communications confidential or privileged by law (for example, information obtained by a licensed healthcare professional) is required to report only the type of incident and cannot provide any additional information that would violate an individual's expectation of privacy.

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Where to Report

UNT Dallas and College of Law Title IX Coordinator, Dr. Maureen “Moe” McGuinness
Maureen.McGuinness@untsystem.edu

(817) 735-5919

TitleIX@untdallas.edu

Or this reporting [link](#)

UNT Dallas and College of Law ADA/504 Coordinator, Cynthia Suarez

Cynthia.Suarez@utdallas.edu

(972) 338-1777

Preparation of the Annual Security and Fire Safety Report

UNT Dallas coordinates the collection and reporting of crime statistics as specified in the *Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act)*. Each year, UNT Dallas notifies all enrolled students and employees, via email, that they can view the report:

<https://www.untdallas.edu/police/public-information/clery>

UNT Dallas is pleased to distribute the 2024 ASFSR for UNT Dallas and COL. All policy statements contained in this report apply to both the UNT Dallas main campus and the COL campus unless otherwise indicated.

UNT Dallas publishes its ASFR each year, on or before October 1, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Office of Compliance and Integrity partners with the UNT Dallas Clery Compliance Team. This team is made of individuals from the UNT Dallas PD, COL, Title IX Coordinator, Human Resources (HR), Risk Management, Information Technology, TRIO, and the Dean of Students.

The UNT Dallas Chief Compliance Officer, who serves as the chair of the team, is responsible for requesting and collecting annual crime and fire statistics, as well as drafting and preparing the report for review approval, and publication. The ASFR is reviewed by UNT Dallas administrators, leadership, and the Office of General Counsel.

UNT Dallas disseminates a Notice of the Availability with a direct link to the ASFR via email sent to all currently enrolled students, faculty, and staff. UNT Dallas publishes the ASFR on the UNT Dallas PD website at <https://www.untdallas.edu/police>. Additionally, UNT Dallas provides prospective students with a Notice of the availability on admissions websites, as well as to prospective employees on employment websites.

UNT Dallas includes the number of all reported offenses, without regard to the findings of a court, jury, or prosecutor. If a crime is alleged, it is reflected in the ASFR. All UNT Dallas campus and COL campus crime statistics for 2023 are reported to the U.S. Department of Education.

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In addition, this ASFR addresses the Violence Against Women Act (VAWA) amendments to the Clery Act. VAWA expanded the rights afforded to campus survivors of sexual assault, domestic violence, dating violence, and stalking.

The ASFR contains detailed information regarding crime prevention, fire safety, law enforcement authority, crime reporting polices, and disciplinary procedures. The ASFR includes crime statistics for the past three years, UNT Dallas policies regarding safety and security measures, crime prevention programs, and procedures to be followed in the investigations and prosecution of alleged sex offenses.

UNT Dallas provides annual guidance to employees who are likely to receive reports of criminal activities. These "designated campus officials" are required to immediately inform the UNT Dallas PD of reports of certain crimes made to them that might have occurred on university property or in other buildings or on other property, that is immediately adjacent. Additionally, a letter is sent annually to designated campus officials requesting information about all reports of certain crimes that have been made to them during the year. The UNT Dallas PD follows up on all reports of criminal activities in areas under its jurisdiction.

A process is in place to report crime statistics disclosed confidentially during a session with a mental health or medical provider. Reports of criminal activity given to designated campus officials, anonymous reports, and reports of crimes made to local law enforcement agencies are collected and included in the crime report as required by the Clery Act.

The ASFR is designed to provide health and safety information to students, prospective students, parents, employees, and prospective employees. All individuals are encouraged to report crimes or suspicious activity to the UNT Dallas PD, located at 7400 University Hills Boulevard, Suite 135 (Founders Hall), Dallas, TX 75241, (972) 780-3000 or visit the UNT Dallas PD website at: www.untDallas.edu/police.

Duty to Report, Tex. Educ. Code Subchapter E-2, §§51.251-51.259

Under Texas law and UNT Dallas policy, employees shall promptly report information regarding the occurrence of an incident the employee reasonably believes constitutes sexual harassment, sexual assault, dating violence, or stalking committed by or against a person who was or is a student or employee of the institution at the time of the alleged misconduct to the Title IX Coordinator. Mandated reporters should use the following link to report:

https://cm.maxient.com/reportingform.php?UNTDallas&layout_id=3

An employee must report:

- All information relevant to the incident known to the employee.
- Regardless of when or where the incident occurred.
- For purposes of the institution's investigation.

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- To redress the incident via interim measures or other forms of support.
- To convey an alleged victim's request for confidentiality.

Confidential employees are expected to report as required by state law and the rules of their professional license. Students and other individuals, including guests of UNT Dallas, are encouraged to report suspected sexual assault or retaliation to the Title IX Coordinator.

Anonymous Reporting

The UNT Dallas PD has established procedures to accept reports of alleged criminal actions anonymously or confidentially. Individuals wishing to remain anonymous may report suspected assault or retaliation to the UNT Dallas Compliance and Integrity Hotline at 1 (877) 606-9187 or at: <https://untdallas.onetrustethics.com>. The ability of UNT Dallas to respond to an anonymous report may be limited.

Monitoring Off-Campus Criminal Activity

Monitoring and recording of criminal activity at off-campus locations of student organizations officially recognized by the university will be done through local police agencies because those properties are in their jurisdictions. Primary UNT Dallas PD jurisdiction does not include off-campus properties owned or controlled by registered student organizations. Regular contact between UNT Dallas PD and local law enforcement agencies is maintained to aid in the tracking of criminal activities. UNT Dallas registered student organizations do not have any properties owned or controlled by them at this time.

Campus Security Authorities

Crimes and other emergencies may also be reported to individuals who have significant responsibility for student and campus activities. These individuals, designated as Campus Security Authorities (CSA), have an important role in ensuring UNT Dallas complies with the law regarding crime reporting and statistics.

Every CSA is responsible for immediately informing the UNT Dallas PD of a Clery Act reportable crime. Annually, the UNT Dallas PD requests a written report of all Clery Act crimes. The UNT Dallas PD does allow individuals to report crimes on a confidential, voluntary basis for inclusion in the annual disclosure of crime statistics. Reports of criminal activities given to every CSA and reports of crimes made to local law enforcement agencies are requested and included in the ASFR. Every CSA is required to complete annual training.

At UNT Dallas, each of the following positions is considered a CSA:

- UNT Dallas PD Sworn Personnel
- Student Affairs and Community Standards Staff
- Title IX

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- Clery Coordinator
- Athletic Department Coaches, Trainers, and Directors
- Directors and Assistant Directors
- Deans and Assistant Deans

Confidentiality

UNT Dallas is committed to protecting the privacy of all individuals involved in the reporting, investigation, and resolution of a report involving sexual misconduct. All employees who are involved receive specific training and guidance about safeguarding private information in accordance with state and federal law.

UNT Dallas licensed mental health counselors and medical providers must maintain the confidentiality of communications disclosed within the scope of their provision of professional services. Information shared by an individual with these staff members cannot be revealed to any other individual without the express permission of the individual seeking the services, unless there is an imminent threat of harm to self or others, of conduct involves suspected abuse of a minor. When a report involves suspected abuse of a minor under the age of 18, these individuals are required by state law to notify child protective serves and/or law enforcement.

Pastoral and Professional Counselors Campus “Pastoral Counselors” and “Professional Counselors,” when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, the professional counselors at UNTD are encouraged, if and when they deem it appropriate, to inform anyone being counseled of the procedures to report crimes on a voluntary confidential basis to UNT Dallas PD.

Pastoral Counselor

UNT Dallas does not have any pastoral counselors as employees.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community, and who is functioning within the scope of his or her license or certification. Professional counselors can be found at UNT Dallas Counseling and Wellness Center.

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UNT Dallas Confidential Resources

Counseling and Wellness Center (UNT Dallas main campus)

Counseling.Wellness@untdallas.edu

Phone: (972) 338-1816

7350 University Hills Blvd.

Dallas, TX 75241-4605

Student Center, Suite 1085

Counseling and Wellness Center (College of Law)

COLCounseling.Wellness@untdallas.edu

Phone: (214) 243-1789

106 S. Harwood St.

Dallas, TX 75201

Fourth Floor, Suite 430

Texas Lawyers' Assistance Program (TLAP)

Toll Free 24/7: 1 (800) 343-8527

Student Health Clinic

<https://www.untdallas.edu/sa/student-health-clinic/index.php>

Phone: (972) 338-1793

7350 University Hills Blvd.

Dallas, TX 75241

Student Center, Suite 0026

Protecting Minors on Campus

Texas State Law requires anyone who suspects child abuse or neglect to report those suspicions to the Texas Department of Family and Protective Services (DFPS) or law enforcement. Any individual who has reason to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect by another individual must immediately report the suspected abuse or neglect. This obligation applies to all members of the university community, including faculty, administrators, staff and even students. In addition, there are special reporting obligations for certain employees defined as licensed professionals including, "teachers, nurses, doctors, day care employees, and employees of a clinic or health care facility that provides reproductive services" have a specific duty to make a report not later than 48 hours after suspecting that a child has been or may be abused or neglected or that the child is the victim of the offense of indecency with a child.

A "child" is an individual under 18 years of age. Neither Texas State Law nor any UNT Dallas policy allows individuals to delegate the duty to report child abuse or neglect. Reporting to

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another individual, UNT Dallas Official, or to the UNT Dallas Compliance Hotline does not satisfy the reporting requirement. Any individual who knowingly fails to report suspected child abuse or neglect commits a Class A Misdemeanor, which is punishable by up to one year in jail and/or a fine of up to \$4,000.

Contact

Texas Department of Family and Protective Services at its toll-free, 24-hour Family Violence Hotline at (800) 252-5400 or online at www.txabusehotline.org.

Reference

UNT Dallas Policy 5.032; *Reporting Child Abuse and Neglect*
<https://untsystem.policytech.com/dotNet/documents/?docid=1042&public=true>

Missing Persons

An individual is determined to be missing when their whereabouts are unknown and unexplainable for a period that is regarded by knowledgeable parties as highly unusual or suspicious in consideration of their behavior patterns, plans, or routines.

Reporting a Missing Student

Any individual who believes a student may or could be missing should contact the UNT Dallas PD or a CSA. If a missing individual is reported to a CSA, the CSA will immediately contact the UNT Dallas PD.

If a student who resides in university housing is reported missing, a missing individual report should be filed with the UNT Dallas PD. The National Child Search Assistance Act allows police to report missing individuals under 21 years of age to the National Crime Information Center and begin an investigation as soon as a missing individual report is received. If you receive reliable information that a student cannot be located, please call the UNT Dallas PD immediately at (972) 780-3000.

Registering Information

Students who live on campus can designate an individual to be contacted if they are determined to be missing. The registered information will be maintained confidentially to the extent permitted by law and will be accessible only to authorized campus officials. The University will not disclose the confidential contact's identity except to law enforcement personnel in furtherance of a missing individual investigation.

Procedures

An official Missing Person Report will be prepared and immediately delivered to campus police any time a resident student is determined to have been missing for more than 24 hours. Residence Life staff will notify the Dean of Students.

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If UNT Dallas PD determine that a student who is the subject of a Missing Person Report has been missing for more than 24 hours and has not returned to campus or if a student who resides in an on-campus student housing facility is determined to have been missing for 24 hours the following procedures will be followed:

1. If the student has designated a contact person, notify that contact individual within 24 hours.
2. If the student is under 18 years of age and is not emancipated, notify the student's custodial parent or guardian and any other designated contact individual within 24 hours.
3. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, inform the local law enforcement agency that has jurisdiction in the area that the student is missing within 24 hours.
4. In addition to registering an emergency contact, every student residing in campus housing has the option to identify, confidentially, an individual to be contacted by the University in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, the University will notify that individual no later than 24 hours after the student is determined to be missing.

Emergency Preparedness and Response

The UNT Dallas PD annually updates plans and procedures, in cooperation with UNT Dallas Risk Management, the Campus Emergency Response Team (CERT), and the Campus Emergency Management and Recovery Team (CEMART), for emergency response and recovery for the campus community. Possible emergencies that may occur include, but are not limited to, the following:

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

The UNT Dallas PD, in cooperation with Risk Management, conducts tests of emergency response and evacuation procedures, at least annually, through drills and exercises to assess and evaluate emergency plans and capabilities. Emergency notification systems are tested at least once annually. Exercises include tabletop, functional, full-scale, or a combination thereof. Tests may be announced or unannounced in advance to the campus community. Each test is

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documented, including a description of the test, date, and time, and whether it was announced or unannounced.

Risk Management and the UNT Dallas PD use outreach programs to train and educate the campus community regarding proper response to hazards. Additionally, the UNT Dallas PD annually publicizes emergency response and evacuation procedures to the UNT Dallas and COL communities. This publicity occurs primarily through multiple “blast” emails sent to employees and students throughout the year. Emergencies requiring Fire Department/EMS (Emergency Medical Services) responses are provided by the City of Dallas.

The UNT Dallas Emergency Management Plan is constructed to mitigate, prepare for, and respond to emergencies, as well as to minimize the impact of natural and human-caused crises, should they occur. The management practices contained in the plan have the potential to speed recovery, as well. The plan was developed by a diverse group of administrators, law enforcement officers, faculty, student services, communications professionals, and representatives from partner organizations, such as the City of Dallas.

The UNT Dallas Emergency Management Plan is available online at:

https://www.untdallas.edu/sites/default/files/final_emp_for_webpage.pdf

Jaguar Alert System

The UNT Dallas PD maintains an emergency alert system with different methods of notification, all of which follow under the single title of “Jaguar Alert System” (JAS). Those methods of notification include primary and secondary means of issuing emergency communications:

Primary Communications	Secondary Communications
<ul style="list-style-type: none">• Phone• Email• SMS/Text• University Website	<ul style="list-style-type: none">• Television• Radio• Voiceover Fire Alarm• Press Release/Press Conference• UNT Dallas official Social Media pages

The Chief of Police or one of the following designates will initiate emergency communication on any of the primary or secondary communication methods.

- President
- Provost
- Executive Vice President and Chief Financial Officer (CFO)
- Chief of Police
- Vice President of Enrollment Management and Student Affairs

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- Director of Risk Management
- Highest ranking Supervisor or officer on duty

Regardless of which methods are used to alert the recipient, all official announcements of emergencies and warnings will come under the above title, followed by a short description of the event in the subject line (*e.g.*, Jaguar Alert: Tornado Warning).

Notification content is based on standard communication message templates outlined below. All templates are applicable for both primary and secondary communication methods.

Action/Situation	Message Template
Shelter in Place	This is a Jag Alert! An outdoor threat is affecting the UNT Dallas campus/seek shelter inside a building immediately and close all exterior doors and windows. Shelter away from windows if possible. More info to follow.
Evacuate	This is a Jag Alert! There is a situation requiring a campus evacuation. Calmly exit all buildings and leave the campus. Those unable to evacuate by personal vehicle should move far away from campus and await further directions. Avoid coming to campus at this time. More info to follow.
Hazmat	This is a Jag Alert! There is a situation requiring a campus evacuation. Calmly exit all buildings and leave the campus. Those unable to evacuate by personal vehicle should move far away from campus and await further directions. Avoid coming to campus at this time. More info to follow.
Test	This is a test of the UNT Dallas Jag Alert system. This is only a test. No action is required at this time. Update your contact information at my.unt.edu by clicking on Edge Alert. Thank you
Active Shooter	This is a Jag Alert! An armed and dangerous person is on the UNT Dallas campus. Assess your options to RUN, HIDE or FIGHT. Please avoid campus and leave if you are able to do so safely. More info. to follow.
Emergency Lockdown	This is a Jag Alert! There is a potential for violence affecting the UNT Dallas campus that requires immediate lockdown. Seek shelter immediately inside a secure location. More info to follow.

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All faculty, staff, and students of UNT Dallas are notified at numbers and e-mail addresses entered at the time of employment or registration. Faculty, staff, and students can edit their information and are responsible for maintaining their contact information using myUNTD.

Emergency communications will take place through both “primary” and “secondary” channels, based on the speed at which the message needs to be communicated, as well as the intended audience. Most students will receive notices through the JAS via phone, cell phone, SMS/Text Message, and e-mail. Jaguar Alerts will notify students of the type of emergency, location, time, and what actions should be taken.

Timely Warnings

The UNT Dallas PD provides timely warning notices to the campus community when a Clery crime is reported to have occurred and is considered a serious or continuing threat to students or employees. These warnings will contain the following information that:

- Addresses the crime
- Promotes safety
- Aid in the prevention of similar crimes

Timely warnings will be distributed without any personally identifying information of reporting parties or victims. UNT Dallas PD will distribute timely warning for the following Clery Act Crimes that are reported to have occurred and is considered a serious or continuing threat to students or employees:

- Aggravated assault;
- Arson;
- Burglary;
- Manslaughter by negligence;
- Motor vehicle theft;
- Murder/non–negligent manslaughter;
- Robbery;
- Sex offenses (rape, fondling, incest or statutory rape);
- Domestic violence/dating violence/stalking;
- Violations of liquor laws, drug laws, or weapons possession laws; and
- Any criminal offense manifesting evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Bias categories include race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

Decisions concerning whether to issue a timely warning will be made on a case-by-case basis using the following criteria:

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- Nature of the crime;
- Current and continuing danger to the campus; and
- Risk of compromising law enforcement efforts.

The UNT Dallas Chief of Police or designee reviews all reports to determine if there is an ongoing threat to the community and if the distribution of a timely warning is warranted. Timely warnings may also be posted for other crime classifications and locations, as deemed necessary. These crimes are normally reported directly to the UNT Dallas PD. However, sometimes they are reported to local law enforcement agencies or CSAs. Based on the circumstances of the crime alert, bulletins may be sent to campus and local newspapers, posted on campus bulletin boards, electronic monitors, or other appropriate locations, and sent out on campus e-mail.

Active Shooter

Campus violence encompasses actions taken by an individual or group of individuals with the intent of injuring themselves or others. Instances of campus violence nationwide appear to be on the rise. Because the intent of a perpetrator of campus violence is to harm others, their actions typically result in a number of casualties. Damage to facilities from campus violence is rare, but institutional impact, including damage to the mental state of the community, is often severe. UNT Dallas PD conducts Active Shooter training to ensure effective response and recovery.

UNT Dallas PD Active Shooter Training 2023

Date	Time	Location
January 6, 2023	4 pm- 6:30 pm	Remote
January 20, 2023	9 am - 5 pm	Remote
April 7, 2023	9 am - 5 pm	Remote
July 7, 2023	9 am- 1 pm	Campus Hall
July 10, 2023	4 pm – 8 pm	Campus Hall
August 7, 2023	9 am- 5 pm	Campus Hall
August 8, 2023	9 am - 1 pm	Campus Hall

Emergency Notification

Upon confirmation of an emergency or dangerous situation involving an immediate threat to the life, safety, or security of the campus community occurring on campus, the UNT Dallas PD will, without delay, and taking into account the safety of the community, determine the content of emergency notification messages and initiate the notification system, unless issuing a

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notification will, in the professional judgment of responsible authorities (including but not limited to: UNT Dallas PD, and/or Dallas Fire Department), compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Some examples of emergencies and dangerous situations that could necessitate issuance of an emergency notification message include:

- Major building fire or approaching wildfire
- Public health crisis
- Approaching severe weather (e.g., tornado)
- Gas leak
- Terrorist incident
- Campus violence
- Bomb threat
- Civil unrest
- Explosion
- Nearby hazardous material spill

The following campus officials have been designated to serve as authorized officials who are empowered to approve the content and issuance of emergency notifications:

- President
- Provost
- Executive Vice President and Chief Financial Officer (CFO)
- Chief of Police
- Vice President of Student Affairs & Enrollment Management
- Director of Risk Management
- Police Officer on duty

Confirmation

Confirmation means that a UNT Dallas official(s) has verified that a legitimate emergency or dangerous situation exists. However, this does not necessarily mean that all the pertinent details are known or are even available. Depending on the situation, confirmation may be achieved from one or more of the following sources:

- Investigation by UNT Dallas PD;
- Investigation by other UNT Dallas campus units, including but not limited to Facilities (in cooperation with UNT Dallas Risk Management);
- Dallas County Emergency Services and/or Fire Department;
- Texas Department of State Health Services;
- Media reports originating from the incident scene; and
- Personal knowledge or observation

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The authorized official will determine, consulting with other campus officials as appropriate, how much information is appropriate to disseminate at different points in time. This determination will be based on the following:

- Nature of incident or threat;
- Location of the incident or threat; and
- Segment to be notified.

Depending on the circumstances, the UNT Dallas PD may send emergency notification messages to the entire campus community or only a segment of the population. If a confirmed emergency situation appears likely to affect a limited segment of the campus community, emergency notification messages may be limited to that group. If the potential exists for a very large segment of the campus community to be affected by a situation or when a situation threatens the operation of the whole campus, then the entire campus will be notified. There will be a continuing assessment of the situation and additional segments of the campus community may be notified if the situation warrants such action.

The authorized official will, considering the nature of the threat and the population to be notified, choose the appropriate communication tool(s) to utilize. Emergency notification will typically be sent through Jag Alert, email, UNT Dallas website, and/or social media. Fire Drills are conducted annually for both academic buildings and residential buildings.

The authorized official will approve the issuance of notification and either issue the notification message themselves or contact a trained user of the notification system to issue the message. Trained users include the Chief of Police, Lieutenants, Sergeants, and all Officers. As the event unfolds, information regarding the status of the emergency will be disseminated to the larger community as soon as possible by University Communications and Marketing in collaboration with UNT Dallas PD and/or other campus units. This information may come in the form of updates to e-mail, Jag Alert (via email, voicemail, and text), the UNT Dallas website, social media, and/or communications directly with the media, if necessary.

All students and employees are automatically enrolled in Jag Alert using the telephone numbers that were provided during the registration or hiring process. In case of an emergency, a message will be sent to each of these numbers. A student or employee may elect not to receive notifications from UNT Dallas. This preference must be submitted electronically or in writing and must be renewed at the start of each academic year. Jag Alert may be used to notify the campus community of severe weather, such as tornado warnings. The City of Dallas owns and operates outdoor warning sirens which notify residents of severe weather.

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Important Phone Numbers

- Emergency Dial 911
- UNT Dallas PD (972) 780-3000
- Dallas Police Department (non-emergency-South Central Patrol) (214) 671-4500
- Dallas Police Department (non-emergency-Downtown Hqtrs.) (214) 744-4444
- UNT Dallas/System Risk Management (972) 338-1829
- COL UNT Dallas (214) 571-4811

Evacuation Procedures

During an emergency evacuation, each instructor is responsible for the safe and orderly evacuation of their class. Instructors not in class should assist with any evacuation problems that may arise. It is the responsibility of the instructor to prevent panic, control traffic, and provide calm leadership. The following guidelines are to be observed:

- Instructors should know the shortest route from the classroom to the nearest exit;
- When the need to evacuate the building arises, the class should be directed to move to the nearest exit and at least 50 feet away from the building to an area of safety; and
- Instructors should be the last to leave, closing the door after verifying all students are out of the classroom.

Emergency Communication Guidelines

In the event of an emergency that directly affects UNT Dallas, all students and employees will be notified by telephone, e-mail, and text message via the Jag Alert Emergency Notification Distribution System. Information regarding an emergency incident will also be displayed on UNT Dallas' website.

Life Threatening/Serious Situations and Responses

- *Fires in Buildings, Grounds, Automobiles*
 1. Call the appropriate college official at the location.
 2. Clearly identify the location of the incident.
 - a. Building name
 - b. Physical location on campus
 - c. Room or area where fire is located
 4. Evacuate the area.
 5. Check the evacuation signs posted in the hallway and follow to the Exit.
 6. Gather in Parking Lot.
 7. Call the Fire Department.
 8. Remain in Parking Lot.
 9. Return to the building when the Fire Department has indicated that it is safe.

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- *Severe Weather (i.e., Tornadoes)*

- Tornado Watch: Indicates that conditions are right for a tornado to develop and that the sky and public information system should be monitored.
- Tornado Warning: Indicates a tornado has been sighted or is indicated on radar and confirmed by spotters.

When a tornado WARNING is received by way of siren or public broadcast:

UNT Dallas faculty and staff will ensure that all individuals with disabilities are evacuated to designated safety areas first, along with other students and visitors. If a designated safety area cannot be reached, move away from windows to an inside hall or take cover under desks or tables.

Protect yourself by:

1. Lying face down;
2. Drawing your knees up under you; and
3. Covering the back of your head with your hands.

- *Power Outage*

If an electric power outage occurs, the following procedures need to be taken:

- Emergency flashlights will come on in each room.
- Open doors and window coverings to take advantage of natural lighting.
- Help those in need of assistance.
- Carry flashlight to the Exits.

- *Criminal Disturbance*

- Robbery
- Assault (verbal or physical)
- Theft in progress
- Hostage situation
- Gang activity
- Weapon on campus

Do not resist or attempt to retaliate unless your life depends on self-defense. Call local law enforcement. Report any criminal disturbance to the UNT Dallas PD immediately.

- *Bomb Threats*

- Do not hang up or put the individual on hold.
- Record date and time, you were notified of a bomb threat.
- Obtain as much information as possible.
- Call the UNT Dallas PD.

Do not take any further action unless you are specifically asked to do so.

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- *Disruptive Behavior*

Immediately report all cases of criminal mischief, disorderly conduct, or disruptive behavior to the UNT Dallas PD or the Dean of Students. Examples of disruptive behavior:

- Throwing rocks in windows
- Blocking chairs and tables in classrooms
- Writing on walls and defacing the University property
- Verbal abuse of students or employees
- Disturbing instructors or students
- Unauthorized protests

Make written documentation of incident.

- *Drug/Alcohol Intoxication*

Immediately call UNT Dallas PD.

- *Unusual Behavior*

- Recognize the ability of the disturbed individual to deal rationally with their behavior is limited.
- Contact the UNT Dallas PD. Do not argue with the individual, no matter how unusual the conversation may seem.
- Make no threatening movements or comments to the individual.
- Designate one student to contact additional staff.
- Remain calm during your conversation with the individual.
- Remain with the individual until help arrives unless you or others feel an immediate threat of safety.

Medical Emergency

Injury to any individual or individuals requiring treatment by a physician or by registered professional personnel under the standing orders of a physician (*i.e.*, paramedics, ambulance personnel, nurses, *etc.*).

Reportable examples include but are not limited to:

- Medical Emergencies
- Occupational accidents requiring medical treatment other than minor first aid;
- Accidents caused by property damage or unsafe conditions; and
- Apparent minor injuries that may become major injuries requiring medical treatment by a physician at a later date.

First responders may call 911 if they determine that immediate medical attention is necessary. Once emergency services have been contacted, the UNT Dallas President or Chief of Police should be notified of the location of the emergency.

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Minor First Aid

For the treatment of minor injuries not requiring the services of physician or registered professional personnel under the standing orders of a physician, a Red Cross First Aid Kit is maintained in the UNT Dallas Police Department with band aids and supplies for minor injuries.

Persons with Disabilities

Students with disabilities should notify the Office of Disability each semester to assist class instructors with evacuation plans in advance. Employees should report to Human Resources and their immediate supervisors regarding the need for a disability evacuation plan or assistance requirements during an emergency. Instructors or supervisors must notify police, fire, and medical emergency response personnel of any individuals with disabilities in their classes or area of responsibility.

COVID-19

The health and safety of our university community is a top priority. COVID-19 vaccines are encouraged by the Centers for Disease Control (CDC) to help stop the spread of the COVID-19 virus. To reduce risks to campus, we traced contacts within our campus community, including faculty, staff and students who tested positive for COVID-19.

Access and Security of Campus Facilities

Only authorized students, faculty, staff, and visitors may enter or use UNT Dallas facilities. Those individuals failing to comply with policy, directives, or state law can be prosecuted for trespassing.

The facilities of UNT Dallas are primarily for use by its students, faculty, administrators, and staff for activities and events that are directly related to fulfilling the educational mission of UNT Dallas. Additionally, as a public institution, UNT Dallas seeks to engage and be accessible to the larger community. To the extent that space is available, UNT Dallas welcomes individuals and groups not affiliated with the University to use certain UNT Dallas facilities provided there is not a conflict with scheduled University activities or events, and the proposed activity is compatible with the educational mission of the University.

Permission to use campus facilities does not imply endorsement, sponsorship, or support by UNT Dallas of the views, opinions, or programs of the users or speakers.

Individuals may review UNT Dallas Policy 11.06; *Facilities Use*.

Wisdom Hall

The Residence Hall is locked 24 hours a day and individuals visiting the residents may gain access by a student worker who is stationed at the front desk. All exterior doors remain locked or attended. Academic buildings are locked each evening by UNT Dallas PD and remote electronic access systems and are reopened by 7:00am each day. Security systems are

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maintained by the Building Maintenance Department. UNT Dallas PD conducts security audits as needed to continually assess facility security needs.

Individuals visiting the residents may gain access through a student worker who is stationed at the front desk of the Resident Hall. All exterior doors remain locked or attended. Academic buildings are locked each evening and remote electronic access systems and are reopened by 7:00 a.m. each day. Security systems are installed and maintained by the Facilities Department.

Violence Against Women Act

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

For a complete copies of UNT Dallas policies governing sexual misconduct, visit:

- UNT Dallas Policy 7.001, Code of Student Rights, Responsibilities, and Conduct:
<https://untsystem.policytech.com/dotNet/documents/?docid=1278&public=true>
- UNT Dallas Policy 16.005, Prohibition of Sexual Misconduct (to Include Sexual Discrimination, Sexual Harassment, Sexual Assault, Interpersonal [Dating & Domestic] Violence, Stalking, & Related Retaliation:
<https://untsystem.policytech.com/dotNet/documents/?docid=1506&public=true>
- UNT Dallas Policy 16.002, Prohibiting Discrimination and Harassment:
<https://untsystem.policytech.com/dotNet/documents/?docid=1541&public=true>
- UNT Dallas Policy 16.102, Title IX:
[https://untsystem.policytech.com/dotNet/documents/?docid=1585&app=pt&source=br
owse&public=true](https://untsystem.policytech.com/dotNet/documents/?docid=1585&app=pt&source=browse&public=true)

Sexual Misconduct

Sexual Misconduct (including sexual assault, dating and domestic violence and stalking) is a violation of UNT Dallas policy, state law and the federal law Title IX of the Education Amendments of 1972. UNT Dallas strictly prohibits sexual misconduct, including the crimes of

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dating violence, domestic violence, sexual assault, and stalking, as defined for the purposes of the Clery Act.

Resources available to students include UNT Dallas PD, Title IX, and the Counseling and Wellness Center. Resources available to employees in the event of sexual misconduct include UNT Dallas PD, Title IX, Human Resources, and the Employee Assistance Program.

Assistance for Survivors: Rights & Options

UNT Dallas has procedures in place that are sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges, as well as the availability of counseling, mental health resources, and community services in writing. Title IX may provide supportive measures, such as No Contact Orders, to prevent contact between a Complainant and an accused party in writing. Supportive measures are available regardless of whether the victim chooses to report the crime to law enforcement in writing.

Survivor Bill of Rights

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

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

On Campus Support

Assistance in Reporting: The Dean of Students or the Title IX Coordinator can assist in filing a complaint with UNT Dallas conduct process and the appropriate law enforcement agencies against the individuals who caused harm. Students and employees will be notified of their options in writing.

No-Contact Order: UNT Dallas can implement a No-Contact Order between the Complainant and the Respondent, which prohibits contact between both parties through any means of communication. It also prohibits others from making contact on the parties' behalf. Students and employees will be notified of their options in writing.

Emergency Protective Order: UNT Dallas PD can assist in filing an Emergency Protective Order with the District Attorney's Office. This is a court-ordered petition that prohibits contact between the impacted party and the accused. The decision to execute Protective Orders falls

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within the jurisdiction of the courts. The UNT Dallas PD and Title IX office can connect students or employees with the resources to apply for a protective order with the Dallas District Attorney or through the relationship with the Genesis Shelter of Dallas. Students and employees will be notified of their options in writing.

Living Arrangements: The Title IX Coordinator can assist in changing on-campus living arrangements to ensure safety and a comfortable living situation. Students and employees are notified of their options in writing.

Academic Arrangements: The Title IX Coordinator can assist in adjusting academic schedules, contacting instructors, providing access to academic support services, and advocating on the survivor's behalf. Students and employees will be notified of their options in writing.

Other Measures: The Title IX Coordinator can coordinate reasonable arrangements to address the effects of violence, including connecting survivors to counseling, health care, transportation arrangements, and other protective measures or support resources. Students and employees will be notified of their options in writing.

If you are unsafe, call 911. If you need help with an incident that happened on campus, call UNT Dallas PD at (972) 780-3000. If the incident happened elsewhere in Dallas, call the law enforcement agency that has jurisdiction in the location where the incident occurred.

Off-Campus Support

The Texas Constitution (Article I, Section 30) provides victims of violent crime with the right, upon their request, to receive notice about court proceedings and the conviction, sentence, imprisonment, and release of the accused. For more information about victim notification, visit <https://texasattorneygeneral.gov/cvs/victim-notification> or call VINE 24-hour information on jail status and court events: 1 (877) 894-8463.

Rights of Victim of Sexual Assault or Abuse, Stalking, Trafficking - Article 56.021 of Texas Code of Criminal Procedure: <https://statutes.capitol.texas.gov/Docs/CR/htm/CR.56A.htm>

Genesis Women's Shelter (214) 946-HELP (4357) <http://www.genesisshelter.org/>

Dallas Area Rape Crisis Center (972)-641-7273 <https://dallasrapecrisis.org/>

Regardless of whether victims elect to pursue a criminal complaint or whether the offense occurred on or off campus, UNT Dallas will assist survivors of sexual assault, domestic violence, dating violence and stalking. Resources will always be provided in writing to each survivor through the UNT Dallas PD and Title IX Coordinator. The UNT Dallas PD provides the victim with a Crime Victim Information Brochure detailing the victim's rights, options, and resources.

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Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking On-Campus

Police/Fire/Ambulance/Emergency: 911

CARE Team (non-confidential)	(972)-338-1784
Dean of Students (non-confidential)	(972) 338-1783
College of Law Assistant Dean of Students (non-confidential)	(214) 243-1789
Counseling & Wellness Services (confidential)	(972) 338-1779
College of Law Counseling & Wellness Services (confidential)	(214) 243-1789
Title IX Coordinator (non-confidential)	817-735-5919
UNT Dallas PD (non-confidential)	(972) 780-3000
UNT System Security for 1901 Main St. (non-confidential)	(214) 571-9719
Law Center Security Desk for the College (non-confidential)	(214) 571-4811

In the Metro-Dallas Area

Police/Fire/Ambulance/Emergency: 911

Dallas Area Rape Crisis Center (confidential)	(972) 641-RAPE (7273)
Parkland VIP Rape Crisis Center (confidential)	(214)590-2926 or 24-HR Hotline: (214) 590-0430
The Family Place (confidential)	(214) 941-1991
Genesis Women’s Shelter (confidential)	(214) 946-4357
Legal Aid of Northwest Texas (confidential)	(214) 748-1234
Catholic Charities of Dallas (confidential)	(214) 520-6590

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

Rape, Abuse, and Incest National Network <https://rainn.org>
 Department of Justice <http://www.justice.gov/ovw/sexual-assault>
 Office of Civil Rights <http://www2.ed.gov/about/offices/list/ocr/index.html>

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Procedures for Reporting a Complaint of Sexual Misconduct

UNT Dallas has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges, as well as the availability of counseling, health, and mental health assistance. Referrals are made to other services on and/or off campus in addition to remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. UNT Dallas will make such accommodations, if the victim requests them, regardless of whether the victim chooses to report the crime to UNT Dallas PD or local law enforcement.

Students and employees should contact:

UNT Dallas Title IX Coordinator
(817) 735-5919

UNT Dallas PD
(972) 780-3000

UNT Dallas Dean of Students
(972) 338-1775

UNT Dallas College of Law
(214) 243-1789

Employees should report sexual misconduct at the following link:

<https://untdallas.onetrustethics.com/>

Anonymous reporting of sexual misconduct can be found using the following link:

<https://police.untdallas.edu/anonymous-reporting>

Additional Resources may also be found using the following link:

<https://www.untdallas.edu/title-ix/>

Preserving Evidence

In the State of Texas, evidence may be collected even if you choose not to make a report to law enforcement. 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 120 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 disease. 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 UNT Dallas hearing boards/investigators or police.

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Although UNT Dallas strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether to make such a report and victims have the right to decline involvement with the police. UNT Dallas will assist any victim with notifying local police if they so desire. UNT Dallas PD may also be reached directly by calling 972-780-3000 or 911 or in-person at 7400 University Hills Blvd: Founders Hall (Suite 131) Dallas, TX 75241. Additional information about the UNT Dallas PD may be found online at: <http://www.untdallas.edu/police>.

The Sexual Assault Nurse Examiners (SANE) program is available at local hospitals in Dallas County. The nurse will perform the examination and stay with the survivor throughout the treatment process. These hospitals, and law enforcement collaborate to provide service and care to survivors of sexual assault.

After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible at:

Parkland Hospital (confidential)

5201 Harry Hines Blvd.
Dallas, TX 75235
(214) 590-8000

Baylor Hospital (Dallas) (confidential)

3500 Gaston Ave.
Dallas, TX 75246
(214) 820-0111

Charlton Methodist Hospital (confidential)

3500 W. Wheatland
Dallas, TX 75237
(214) 947-7777

Genesis Women's Center (confidential, but does not conduct SANE exam)

4411 Lemmon Ave. #201
Dallas, TX 75219
(214) 940-2998
24-Hour Hotline: (214) 946-HELP

Dallas Area Rape Crisis Center (confidential)

(214) 590-0430
(972) 641-7273 (Dallas Area)

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Procedures for Disciplinary Action

Policies and procedures regarding campus disciplinary proceedings are described in the Code of Student Rights and Responsibilities.

<https://untsystem.policytech.com/dotNet/documents/?docid=1278&public=true>

The accused and the accuser are entitled to the same opportunities to have others present during a campus disciplinary proceeding and both will be informed of the outcome of such proceedings. Sanctions for violations of the Code of Conduct range from a warning to permanent expulsion.

Definitions Used in Collection of Crime Statistics

UNT Dallas prohibits sexual assault, dating violence, and domestic violence (collectively called relationship violence), sexual exploitation, sexual harassment, sexual misconduct, stalking, and retaliation. The Clery Act requires UNT Dallas to document crimes using definitions required by the federal government. The following terms are defined by The Clery Act:

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

Aggravated Assault: An unlawful attack by one individual upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Simple Assault: An unlawful physical attack by one individual 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 and is counted only in relation to a reported hate crime.

Burglary: The unlawful entry of a structure to commit a felony or a theft.

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 individual having custody or control of it and is counted only in relation to a reported hate crime.

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: Opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Fondling: The touching of the private parts of another individual for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is

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incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

Hate Crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Categories of reportable Hate Crime biases are race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability. For purposes of Clery Act Hate Crimes include the following when motivated by bias: murder and non-negligent manslaughter, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft and arson. Additional crimes that may be counted in reference to Hate Crimes are simple assault, intimidation, vandalism/destruction of property and larceny.

Intimidation: To unlawfully place another individual in reasonable fear of bodily harm using threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. Counted only in relation to a reported hate crime.

Larceny-Theft (Except Motor Vehicle Theft): The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Counted only in relation to a reported hate crime.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Manslaughter by Negligence: The killing of another individual through gross negligence.

Motor Vehicle Theft: Theft or attempted theft of a motor vehicle.

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Rape: 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. This offense includes the rape of male, female, transgender, and non-binary individuals.

Robbery: The taking or attempting to take anything of value from the care, custody or control of an individual or individuals by force or threat of force or violence and/or by putting the victim in fear.

Statutory Rape: Sexual intercourse with an individual who is under the statutory age of consent.

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

Weapons: Carrying, possessing, etc., committing violations 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.

Geography as Specified in the Clery Act

The following property descriptions are used to identify the location of crimes on and around UNT Dallas' campus.

On-Campus Buildings or Property:

- Any building or property owned or controlled by an 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 above paragraph, that is owned by the institution but controlled by another individual, is frequently used by students and supports institutional purposes (such as a food or other retail vendor).

Non-Campus Buildings or Property:

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

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.

UNT Dallas crime statistics do not include crimes that occur in privately owned homes or businesses. A listing of on-campus and non-campus UNT Dallas buildings or property is collected on an annual basis from the UNT Dallas PD to collect appropriate crime statistics for Clery-defined geography.

The following criminal offenses are published each year no later than the first of October and include crime statistics that occurred on campus during the previous three calendar years.

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Campus Crime Statistics – UNT Dallas 2021-2023

*Includes statistics from outside law enforcement agencies however, not all of the agencies queried provided statistics. *** On-Campus Residential Facilities crimes are also included in the on-campus numbers.*

Hate Crimes In 2023, 2022, & 2021 there were 0 hate crimes reported.

Unfounded crimes There were 2 unfounded crimes in 2023. There were 0 unfounded crimes in 2022. There were 0 unfounded crimes in 2021. ** Unfounded Crimes can only be determined by Law Enforcement.

Main Campus Crime Statistics													
	On-Campus			Residential Facilities ***			Public Property			Non-Campus			
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	
SEX OFFENSES													
Rape	0	0	0	0	0	0	0	0	0	0	0	0	
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	
Incest	0	0	0	0	0	0	0	0	0	0	0	0	
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	
Robbery													
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	
Aggravated Assault													
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	
Burglary													
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	
Arson													
Arson	0	0	0	0	0	0	0	0	0	0	0	0	
Motor Vehicle Theft													
Motor Vehicle Theft	1	0	0	0	0	0	0	0	0	0	0	0	
Dating Violence													
Dating Violence	1	0	0	0	0	0	0	0	0	0	0	0	
Domestic Violence													
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	
Stalking													
Stalking	1	0	0	0	0	0	0	0	0	0	0	0	
ARRESTS													
Liquor Law Violations													
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	
Drug Law Violations													
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	
Weapons Law Violations													
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Referrals													
Liquor Law Violations													
Liquor Law Violations	0	1	1	0	0	1	0	0	0	0	0	0	
Drug Law Violations													
Drug Law Violations	1	1	2	1	1	2	0	0	0	0	0	0	
Weapons Law Violations													
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	

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Campus Crime Statistics – UNT Dallas College of Law 2021-2023

Includes statistics from outside law enforcement agencies however, not all of the agencies queried provided statistics.

Hate Crimes In 2023, 2022, & 2021 there were 0 hate crimes reported.

Unfounded crimes In 2023, 2022, & 2021 there were 0 unfounded crimes reported. Unfounded Crimes can only be determined by Law Enforcement. There are no residential facilities at the UNT Dallas College of Law.

Campus Crime Statistics									
	On-Campus			Public Property			Non-Campus		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
SEX OFFENSES									
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	1	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	1	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
ARRESTS									
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0
Disciplinary Referrals									
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0

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For additional information, please contact the offices responsible for the Annual Security Report:

UNT Dallas
Office of Compliance and Integrity
7300 University Hills Boulevard
Dallas, Texas 75241
(972) 338-1412

UNT Dallas PD
7400 University Hills Boulevard
Dallas, Texas 75241
(972) 780-3000

COL UNT Dallas
106 S. Harwood Street
Dallas, Texas 75201
(214) 243-1789

UNT Dallas
Office of Dean of Students
7350 University Hills Boulevard
Student Center, Suite 2108
(972) 338-1775

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Sexual Assault, Sexual Misconduct, Relationship Violence, and Stalking

Sexual Misconduct (including sexual assault, relationship violence, and stalking) is a violation of UNT Dallas policy, and the federal law Title IX of the Education Amendments of 1972. UNT Dallas strictly prohibits sexual misconduct, including the crimes of dating violence, domestic violence, sexual assault, and stalking, as defined for the purposes of the Clery Act.

As such, UNT Dallas issues this statement to inform the community of our comprehensive plan addressing sexual misconduct. Toward that end, UNT Dallas issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault, and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a UNT Dallas official.

In the event that a student or employee experiences sexual misconduct, UNT Dallas has policies, procedures, and resources in place that provide support. Resources available to students include UNT DP, the UNT Dallas Title IX Coordinator and Deputy Title IX Coordinators, UNT Dallas Counseling & Dean of Students. Resources available to employees in the event of sexual misconduct include UNT Dallas PD, the UNT Dallas Title IX Coordinator and Deputy Title IX Coordinators, Human Resources, and the Employee Assistance Program.

In this context, UNT Dallas prohibits all sexual misconduct offenses and reaffirms its commitment to maintain a campus environment that emphasizes the dignity and worth of all members of the UNT Dallas community.

Sexual Offenses (Rape, Fondling, Incest, Statutory Rape)

UNT Dallas will, upon written request, disclose to the victim of a crime of violence, or a non-forcible sex offense, the report containing the result of any disciplinary proceeding conducted by UNT Dallas against a student who is the perpetrator of such crime or offense. If the victim is deceased because of such crime or offense, the victim's next of kin shall be treated as the victim regarding the dissemination of the report.

- The sexual assault victim may choose a pseudonym (fictitious name) and address to maintain the confidentiality, or a pseudonym will be assigned at the request of the victim.
- Depending on when reported (immediate vs. delayed report), UNT Dallas will direct the Complainant with access to medical care.
- UNT Dallas will assess the immediate safety needs of the Complainant.
- UNT Dallas will assist the Complainant with contacting local police, if complainant requests, and provide complainant with written contact information for local police department.

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- UNT Dallas will provide the Complainant with referrals to on and off campus mental health providers.
- UNT Dallas will assess the need to implement interim or long-term protective measures, such as housing changes, change in class schedule, “No Contact” directive between both parties.
- UNT Dallas will provide a “No Contact” directive to accused party if deemed appropriate.
- UNT Dallas will provide written instructions on how to apply for a Protective Order.
- UNT Dallas will provide a copy of the Sexual Misconduct Policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.
- UNT Dallas will inform the complainant of the outcome of the investigation, whether the accused will be administratively charged and what the outcome of any hearing.
- UNT Dallas will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against an individual for complaining of sex-based discrimination or for assisting in the investigation.

Title IX If you have been the victim or suspect someone has been a victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator. Per Texas Law, all universities employees must promptly report known or suspected incidents of sexual misconduct to the Title IX Coordinator.

Dr. Maureen McGuinness, Title IX Coordinator

Larryisa Thomas, Deputy Title IX Coordinator

DAL 1, Suite 356

7300 University Hills Blvd, TX 75241

<https://www.untdallas.edu/title-ix/>

(817) 735-5919

TitleIX@untDallas.edu

The Title IX Coordinator (or their designee) will provide resources, on campus off campus or both, to include medical, health, to individuals who have been victims of sexual assault, domestic violence, dating violence, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

Supportive Measures

The Title IX Coordinator may take administrative action to protect the complainant, the respondent, and any other individual against prohibited conduct or to ensure the prompt and efficient completion of an investigation. Supportive measures are not disciplinary in nature and

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must be consistent with other UNT Dallas policies. Supportive measures may be initiated after consultation with the Title IX Coordinator, Provost Office, Human Resources, or the Dean of Students, as appropriate.

Supportive measures may include, but are not limited to, placing the employee who is accused of violating this policy on administrative leave with pay, temporarily modifying work schedules and assignments, and suspending business relationships. Supportive measures for students may include, but are not limited to, administrative directives for no contact, housing reassignments, and altered academic arrangements.

Safety Measures

The Title IX Coordinator, Dean of Students, and Human Resources can implement interim safety measures for students & employees who have been impacted by sexual misconduct, even if the students & employees have not filed a formal complaint. UNT Dallas can coordinate any reasonable arrangements and protective measures that are necessary for ongoing safety. The university will fully maintain privacy as much as possible.

- **Assistance in Reporting:** The Dean of Students or the Title IX Coordinator can assist in filing a complaint with the university conduct process and the appropriate law enforcement agencies against the individuals who caused harm. Students and employees will be notified of their options in writing.
- **No-Contact Order:** UNT Dallas can implement a No-Contact Order between the complainant and the respondent, which would prohibit contact between both parties through any means of communication. It also prohibits others from making contact on the parties' behalf. Students and employees will be notified of their options in writing.
- **Emergency Protective Order:** UNT Dallas can assist survivors in filing an Emergency Protective Order with the Dallas County District Attorney's office. This is a court-ordered petition that prohibits contact between the impacted party and the respondent. The decision to execute Protective Orders falls within the jurisdiction of the courts, but UNT Dallas will assist the survivor with resources such as the Genesis Shelter and Dallas Area Rape Crisis Center. Students and employees will be notified of their options in writing.
- **Living Arrangements:** UNT Dallas will assist in changing on-campus living arrangements to ensure safety and a comfortable living situation. Students and employees will be notified of their options in writing.
- **Academic Arrangements:** The Title IX Coordinator can assist in adjusting academic schedules, contacting instructors, providing access to academic support services, and advocating on the survivor's behalf. Students and employees will be notified of their options in writing.
- **Other Measures:** The Title IX Coordinator, Dean of Students, or Human Resources can coordinate reasonable arrangements to address the effects of violence, including

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connecting survivors to counseling, housing, health care, transportation arrangements, and other protective measures or support resources. Students and employees will be notified of their options in writing.

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

UNT Dallas complies with the State of Texas law in recognizing orders of protection. Any person who obtains an order of protection from the State of Texas or any reciprocal state should provide a copy to UNT Dallas Police and the Title IX office. A complainant may then meet with UNT Dallas PD and Title IX Coordinator to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to, escorts, special parking arrangements, providing a temporary cellphone, changing classroom location, or allowing a student to complete assignments from home. The university cannot apply for a legal order of protection, a no contact order, or a restraining order for a victim from the applicable jurisdiction(s).

<u>Type Of Order</u>	<u>Rights of Victims</u>	<u>Institution's Responsibilities</u>
Orders of protection	The right to protection, information, notification, to be heard, to participate in the criminal justice system, and to seek financial remedies.	Uphold court ordered protective order, support student through process through Title IX, Human Resources, UNT Dallas PD and Student Affairs.
No contact orders	Victims have the right to ask for a no contact order, continue their education, be informed of their rights and accommodations while enrolled.	Provide supportive measures through Title IX, Human Resources, UNT Dallas PD and Student Affairs.
Similar lawful orders issued by a criminal, civil, or tribal court Orders by the institution (PNG)	The right to protection, information, notification, to be heard, to participate in the criminal justice system, and to seek financial remedies.	Uphold court ordered protective order, support student through process through Title IX, Human Resources, UNT Dalas PD and Student Affairs.

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Protective Orders may be available through contacting UNT Dallas PD, Dallas Police. No Contact Orders may be available through contacting Human Resources, Dean of Students, or Title IX Coordinator.

UNT Dallas may issue an institutional no contact order if deemed appropriate or at the request of the victim or respondent. If UNT Dallas receives a report that such an institutional no contact order has been violated, it will initiate disciplinary proceedings appropriate to the status of the respondent (student, employee, etc.) and will impose sanctions if the respondent is found responsible for violating the no contact order.

A victim of crime (for the purposes of this section) is defined by Chapter 56 of the Code of Criminal Procedure, as (1) someone who is the victim of sexual assault, kidnapping, or aggravated robbery, or who has suffered bodily injury or death because of the criminal conduct of another (2) the close relative (spouse, parent, adult sibling, or child) of a deceased victim or (3) the guardian of a victim. The law also applies to victims of juvenile crime, including victims who suffer property loss.

The State of Texas intends that victims of crime receive the following safeguards, assurances, and considerations: The Texas Constitution (Article I, Section 30) provides victims of violent crime with the right, upon their request, to receive notice about court proceedings and the conviction, sentence, imprisonment, and release of the respondent. For more information about victim notification, visit www.texasattorneygeneral.gov/cvs/victim-notification or call VINE 24-hour information on jail status and court events: 1-877-894-8463.

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

1. If the offense is a sexual assault, the victim, guardian of a victim, or close relative of a deceased victim is entitled to the following rights within the criminal justice system:
 - a. If requested, the right to a disclosure of information, in the manner provided by Article 56A.0525, regarding any evidence that was collected during the investigation of the offense, unless disclosing the information would interfere with the investigation or the prosecution of the offense, in which event, the victim, guardian, or relative shall be informed of the estimated date on which that information is expected to be disclosed; and the status of any analysis being performed of any evidence that was collected during the investigation of the offense;
 - b. If requested, the right to be notified in the manner provided by Article 56A.0525:
 - 1) At the time a request is submitted to a crime laboratory to process and analyze any evidence that was collected during the investigation of the offense;

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- 2) At the time of the submission of a request to compare any biological evidence collected during the investigation of the offense with DNA profiles maintained in a state or federal DNA database;
 - 3) Of the results of the comparison described by Paragraph (B), unless disclosing the results would interfere with the investigation or prosecution of the offense, in which event the victim, guardian, or relative shall be informed of the estimated date on which those results are expected to be disclosed;
 - 4) If requested, the right to counseling regarding acquired immune deficiency syndrome (AIDS) and human immunodeficiency virus (HIV) infection;
 - 5) For the victim of the offense, testing for AIDS, HIV infection, antibodies to HIV, or infection with any other probable causative agent of AIDS; and
 - 6) a forensic medical examination if, within 120 hours of the offense, the offense is reported to a law enforcement agency, or a forensic medical examination is otherwise conducted at a health care provider.
2. A victim, guardian, or relative who requests to be notified under Subsection (a)(3) must provide a current address and phone number to the attorney representing the state and the law enforcement agency that is investigating the offense. The victim, guardian, or relative must inform the attorney representing the state and the law enforcement agency of any change in the address or phone number;
 3. A victim, guardian, or relative may designate a person, including an entity that provides services to victims of sexual assault, to receive any notice requested under Subsection (a)(3);
 4. This subsection applies only to a victim of an offense of human trafficking or continuous human trafficking, sexual abuse of a child under the age of 14 years old, indecency of a child younger than 17 years of age, sexual assault, aggravated sexual assault, stalking, or compelled prostitution as these offenses are defined in the Texas, Penal Code sections 20A.02, 20A.03, 21.02, 21.11, 22.011, 22.012, 22.021, 42.072, and 43.05. A victim described by this subsection or a parent or guardian of the victim, if the victim is younger than 18 years of age or an adult ward, is entitled to the following rights within the criminal justice system:
 - a. The right to be informed in the manner prescribed by Article 56A.0525:
 - 1) That the victim or, if the victim is younger than 18 years of age or an adult ward, the victim's parent or guardian or another adult acting on the victim's behalf, as applicable, may file an application for a protective order under Article 7B.001 of the Code of Criminal Procedure;
 - 2) Of the court in which the application for a protective order may be filed; and
 - 3) That, on request of the victim or, if the victim is younger than 18 years of age or an adult ward, on the request of the victim's parent or guardian or another adult acting on the victim's behalf, the attorney representing the

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state may subject to the State of Texas Disciplinary Rules of Professional Conduct, file the application for a protective order on behalf of the requestor; and

- 4) That, subject to the State of Texas Disciplinary Rules of Professional Conduct, the attorney representing the state generally is required to file the application for a protective order with respect to the victim if the defendant is convicted of or placed on deferred adjudication community supervision for the offense;
- b. The right to:
- 1) request that the attorney representing the state, subject to the State of Texas Disciplinary Rules of Professional Conduct, file an application for a protective order described by Subdivision (1); and
 - 2) be notified in the manner provided by Article 56A.0525 when the attorney representing the state files an application for a protective order under Article 7B.001;
- c. If the victim or the victim's parent or guardian, as applicable, is present when the defendant is convicted or placed on deferred adjudication community supervision, the right to:
- 1) be given by the court the information described by Subdivision (1), in the manner provided by Article 56A.0525; and
 - 2) file an application for a protective order under Article 7B.001 immediately following the defendant's conviction or placement on deferred adjudication community supervision if the court has jurisdiction over the application; and
- d. If the victim or the victim's parent or guardian, as applicable, is not present when the defendant is convicted or placed on deferred adjudication community supervision, the right to be given by the attorney representing the state the information described by Subdivision (1), in the manner provided by Article 56A.0525.
- e. A victim of an offense under Section 20A.02, 20A.03, or 43.05, Penal Code, is entitled to be informed, in the manner provided by Article 56A.0525, that the victim may petition for an order of nondisclosure of criminal history record information under Section 411.0728, Government Code, if the victim:
- 1) has been convicted of or placed on deferred adjudication community supervision for an offense described by Subsection (a)(1) of that section; and

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

In addition, pursuant to section 51.284, of the Texas Education Code, UNT Dallas grants amnesty to students for conduct violations (e.g., underage drinking or illegal drug use) if the individual witnesses or is victimized by a sexual assault incident that occurred in connection with a violation of the Student Code of Conduct.

1. UNT Dallas will not take disciplinary action against a student for the student's own misconduct that occurs at or near the time of a reported incident when the student:
 - a. Was the victim of, or a witness to, sexual misconduct, dating violence, domestic violence, or stalking; or
 - b. Reports suspected misconduct by another individual and the report is made solely to protect another's health, safety, or welfare.
2. Amnesty will be granted only when UNT Dallas determines the report is made in good faith. A good faith report occurs when the reporting student reasonably believes that the report of misconduct is true, and it is made without malice.
3. Amnesty will not be granted to a reporting student for the student's own participation in an act of sexual misconduct, domestic violence, dating violence, or stalking.

Prohibited University Conduct

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

Consent: words or actions that show an active, knowing and voluntary agreement to engage in sexual activity. Consent cannot be obtained by force, coercion, manipulation, threats, or when an individual administers any substance to another person, without the other person's knowledge, that intentionally impairs the ability of the person to voluntarily consent. Consent is

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absent when the activity in question exceeds the scope of previously given consent. Consent may be revoked at any time.

Dating Violence: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

Domestic Violence: includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, or 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.

Retaliation: taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in, in any manner, an investigation, proceeding, or hearing under this policy and procedure. Retaliation also includes filing a complaint or other action against an individual for alleged violation of university policy unrelated to sexual harassment but arising out of the same facts or circumstances as a report of sex discrimination or sexual harassment, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX.

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

1. **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.
2. **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.
3. **Incest:** sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

Sexual Coercion: the use of manipulation or threat to force someone to engage in a sexual act.

Sexual Exploitation: taking non-consensual or abusive sexual advantage of an individual for the benefit or advantage of anyone other than the person being exploited. Examples of sexual exploitation include, but are not limited to, non-consensual video or audiotaping of sexual activity; undetected viewing of another's sexual activity or other types of sex-based voyeurism; the intentional removal of a condom or other prophylactic barrier during sexual activity without the consent of a sexual partner.

Sexual Harassment — State: "Sexual Harassment — State" or "State Sexual Harassment" means unwelcome, sex-based verbal or physical conduct that:

- In the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive work environment; or
- In the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities at a postsecondary educational institution.

Sexual Harassment — Title IX: "Sexual Harassment — Title IX" or "Title IX Sexual Harassment" means conduct on the basis of sex that satisfies one or more of the following:

- Quid pro quo: An employee of the institution conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual 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 education program or activity; or
- "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined in this policy.

The Dean of Students, Human Resources and Title IX Coordinator can implement interim safety measures for students who have been impacted by sexual misconduct, even if the individual has not filed a formal complaint.

Reviewing Reports

The Title IX Coordinator will review all allegations of sexual misconduct. The Title IX Coordinator shall consult the Complainant of the alleged offense, if the individual's identity is known, before

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recommending supportive measures or before initiating an investigation. This consultation must include informing the Complainant that:

- They may file a criminal complaint with law enforcement officials at any time.
- UNT Dallas has an obligation to remediate reported misconduct and that an investigation may be conducted to determine whether a criminal complaint is filed.
- UNT Dallas can take measures to protect against continued misconduct and retaliation.
- Voluntary withdrawal of an allegation will not necessarily result in termination of an investigation and
- The Complainant should contact the Office of Equal Opportunity, Title IX Coordinator, or Dean of Students if retaliation is suspected.

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

Investigating Reports

All allegations of relationship violence, sexual misconduct, relationship violence, and stalking that the Title IX Coordinator determines to be credible shall be investigated promptly. If the Complainant of the alleged offense asks UNT Dallas not to investigate or to delay investigating an allegation of relationship violence, sexual misconduct, or stalking, or asks that no disciplinary action be taken, or that the individual who allegedly violated the policy not be notified of the allegation, the investigating office shall consider the following factors:

- the seriousness/nature of the allegation;
- whether the alleged behavior or conduct presents a threat to individuals other than the individual who is making the request;
- whether UNT Dallas has received other reports of sexual misconduct committed by the alleged perpetrator(s);
- whether effective measures can be put in place to protect the individual against continued harm or retaliation;
- whether delaying an investigation could reasonably result in the destruction or deterioration of potential evidence to corroborate or refute the allegation; and
- any other information that has a reasonable bearing on the decision.

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

Will My Name Be in the Report?

When reporting to UNT Dallas PD, a victim may choose a pseudonym (fictitious name) and address to maintain confidentiality, or a pseudonym will be assigned by the UNT Dallas PD at

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the request of the victim; however, there is a possibility that courtroom testimony may be required if the case goes to trial.

When reporting to UNT Dallas (through Title IX Coordinator or the Dean of Students), a victim can request anonymity. UNT Dallas will evaluate all requests for anonymity in the context of its responsibility to provide a safe and non-discriminatory environment for all students and will respond to the victim with a decision on the request for anonymity. Reports of relationship violence, sexual assault, sexual misconduct, or stalking are maintained confidentially. Generally, however, anonymity will prevent the university from conducting a formal investigation because state and federal law require that individual respondent of sexual misconduct be apprised of all evidence against them, including the identity of their Complainant. If UNT Dallas investigates a report, the Complainant's identity will become known to the respondent. UNT Dallas strictly prohibits retaliation against any person for making a complaint or participating in an investigation and can take interim measures to protect against retaliation.

Standard of Proof

UNT Dallas uses a preponderance of the evidence (more likely than not) standard as the amount of information necessary to establish whether a respondent committed relationship violence, sexual assault, sexual misconduct, or stalking.

Timeline and Notifications

Investigations will be completed within a reasonable time, keeping in mind the unique circumstances of each case. The Title IX Coordinator is responsible for investigating reports when the alleged offender is a member of the UNT Dallas Community. However, UNT Dallas cannot take investigative action against alleged offenders not affiliated with UNT Dallas.

The investigation will include a prompt, fair, and impartial investigation, and resolution process transparent to the Complainant and the respondent. The resolution of complaints of sexual misconduct is completed expeditiously as possible; however, the proceedings timeframe allows for extensions for good cause with notice to the Complainant and the respondent of the delay and the reason for the delay.

Officials are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to investigate in a manner that protects the safety of the victim and promotes accountability, impartiality, and equitability. They are trained continually on collecting relevant evidence and how it should be used during proceedings; proper techniques for questioning witnesses; basic procedural rules for conducting a proceeding; and avoiding actual and perceived conflicts of interest, as well as UNT Dallas policies.

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Formal Complaints

To begin the Grievance Process, the Complainant must sign a Formal Complaint (requesting an investigation) and submit it to the Title IX Coordinator.

Formal Complaint Dismissals

Mandatory Dismissal of Complaint: UNT Dallas, as required by Title IX, must dismiss a Formal Complaint or any allegations in the complaint, when the alleged conduct:

- Does not meet the definition of sexual harassment as defined in this policy;
 - Did not occur in a UNT Dallas educational program or activity; or
 - Did not occur against an individual in the United States.
- Discretionary Dismissal of Complaint: UNT Dallas may dismiss a Formal Complaint or allegation made under this policy:
- upon the Complainant's written request and delivery of the request to the Title IX Coordinator;
 - when the Respondent is an employee and no longer employed by UNT Dallas at the time the Formal Complaint is filed; or
 - when specific circumstances prevent UNT Dallas from gathering evidence sufficient to reach a determination concerning the complaint or an allegation in the complaint.

Other Investigation: UNT Dallas may resolve an allegation of sexual harassment dismissed under Title IX under other UNT Dallas policies, including but not limited to the prohibition against sexual misconduct and retaliation; UNT Dallas Policy 16.005; UNT Dallas Policy 16.005; Prohibition of Sexual Misconduct (to Include Sex Discrimination, Sexual Harassment, Sexual Assault, Interpersonal [Dating & Domestic] Violence, Stalking, & Related Retaliation) <https://untsystem.policytech.com/dotNet/documents/?docid=1506&public=true>

and UNT Dallas Policy 07.001; *Code of Student's Rights, Responsibilities, and Conduct*; <https://untsystem.policytech.com/dotNet/documents/?docid=1278&public=true>

Notice of Dismissal: If UNT Dallas dismisses a Formal Complaint, the Complainant and Respondent will be notified in writing, including the reason(s) for the dismissal.

Concurrent Criminal or Civil Proceedings: UNT Dallas, at its discretion, may proceed with or delay the investigation or grievance process temporarily due to concurrent criminal or civil proceedings on a case-by-case basis.

Informal Resolution: After the Respondent and Complainant have been provided a copy of the written notice of a Formal Complaint, both individuals may, in writing, voluntarily agree to

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resolve the complaint using the Informal Resolution process. Individuals may use the informal process at any point prior to the University reaching a determination regarding responsibility.

Investigation of Formal Complaints

The Investigator will provide written notice to the Complainant, Respondent, or other individuals who may have information about an allegation in the Formal Complaint when the individual is invited or expected to participate in the process. The notice must inform the individual of the date, time, location, participants, and purpose of the meeting or other proceedings.

Access to Evidence

Prior to the completion of the investigation report, the investigator must send the Respondent and Complainant and their advisor as designated access to the evidence obtained that is directly related to the allegations in the Formal Complaint, including inculpatory and exculpatory information and other evidence, upon which the investigator does not intend to rely in reaching a determination regarding responsibility. The individuals will have 10 days to inspect, review, and respond to the evidence. Response to the evidence may be submitted verbally or in writing. The investigator will consider all timely responses.

Completed Investigation Report

The completed investigation report will outline each of the allegations that if true would constitute prohibited conduct under this policy, provide the timeline (i.e., procedural steps) of the investigation, and fairly summarize relevant evidence, participant statements, and responses to questions. The investigator will provide a completed investigation report concurrently to the individuals and their advisors at least 10 days prior to the date of the scheduled hearing for review and a written response. A copy of the completed investigation report will be issued to the Title IX Coordinator and to the Hearing Officer assigned for the hearing for distribution to the Hearing Panel.

Live Hearing – Determination of Responsibility

Absent a dismissal of a Formal Complaint, UNT Dallas will provide a Live Hearing, as outlined in this policy, to resolve the allegations.

Notice of the Hearing: UNT Dallas will provide at least 10 days written notice to all participants of the hearing, including the date, time, location, names of all participants, purpose of the hearing, a statement of the allegation(s), and a summary of the evidence gathered.

Advisor: Each party may have an advisor of their choice at the hearing. If a party does not have an advisor, UNT Dallas will provide one at no cost to the party. Advisors are not permitted to actively participate in the hearing, except for asking relevant questions of the other party and any other witnesses.

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Access to Evidence: Respondent and Complainant will be provided with all evidence from the investigation and a copy of the completed investigation report at least 10 days prior to the hearing.

Separate Rooms and Virtual Participation: Complainant or Respondent may request a separate room during the hearing. UNT Dallas will provide technology enabling the individuals to simultaneously see and hear the other participants throughout the proceeding.

The hearing will be conducted by a panel consisting of three members: a Hearing Officer and two Hearing Panelists, selected by the Title IX Coordinator or a designee. Individuals with a general or specific conflict of interest or bias toward or against the Complainant, Respondent, or witness will be disqualified from participating in the Hearing Panel. The Hearing Panel will objectively evaluate all evidence, both inculpatory and exculpatory, and determine the credibility of witnesses and evidence without bias toward the Complainant, Respondent, or any witness. The determination of responsibility or non-responsibility must be by majority vote of the panel members.

Challenges to the Hearing Panelists: Respondent and Complainant may challenge the fairness, impartiality, or objectivity of any member assigned to serve.

Hearing Officer Duties at the Hearing: Hearing Officers will decide all questions and objections concerning procedural matters and evidence, including the relevance of exhibits and testimony. Hearing Officers may call and question participants who testify at the hearing. Hearing Officers may consult the UNT System Office of General Counsel concerning the hearing. Each party may make an opening and a closing statement.

Questioning of the Participants in the Hearing: Hearing Officers may ask questions during the hearing of any party or witness and may be the first individual to ask questions of any party. Respondent and Complainant are not permitted to ask questions directly of the other party or any witnesses during the hearing. Each party's advisor will have an opportunity to ask relevant questions and follow-up questions of the other party and of any witnesses, including questions challenging credibility.

Information that is Not Relevant

Privileged Information: Information that is confidential under a legally recognized privilege, including attorney-client and medical information, is not relevant and will not be permitted at the hearing or considered in making a determination of responsibility. The parties and witnesses are not required to disclose information protected under a legally recognized privilege and the parties may not ask any participant questions related to privileged information, unless the individual waives the privilege in writing. Any waivers of privilege must

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be submitted to Hearing Officers before a party asks the witness questions related to the information.

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

Determination of Responsibility: The Hearing Panel will make a determination of responsibility for all allegations in the Formal Complaint.

The Hearing Officers will send a copy of the written determination concurrently to both parties, which will include information about the appeal process, in addition to the Dean of Students (for student Respondents); Provost (for faculty respondents) or divisional Vice President and Director of Human Resources (for employee Respondents), and the Title IX Coordinator.

The hearing will be recorded in audio or audiovisual format and may be transcribed at the discretion of UNT Dallas. The recording or transcript will be available for the parties to inspect and review, upon request.

Appeals and Additional Processes

Either party may appeal the determination of responsibility or the decision to dismiss a Formal Complaint or any allegations in the Formal Complaint. The appeal must be submitted in writing within 10 days of notice of the written determination.

The Appellate Officer must not be the same individual as the Title IX Coordinator, investigator(s), or Hearing Officer in the Grievance Process. Both parties will be notified in writing when an appeal is filed, and the appeal procedures will apply equally for both parties.

Any non-appealing party will have seven (7) days from the notification of an appeal to submit a written statement in support of the outcome. The decisionmaker on the appeal will release a written decision within 28 days from the date of the appeal.

The Appellate Officer will provide the parties with a written decision within 28 days from the date of the appeal.

Resolution of the Complaint/Possible Sanctions

Upon completion of the investigation, the findings will be forwarded to the department head/director and the next highest administrative level who should consult with the appropriate Vice President and General Counsel prior to determining appropriate actions

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and/or sanctions. In cases involving UNT Dallas employees other than faculty (e.g., staff or administrators), Human Resources must be consulted. If the department head/director is the alleged offender, the findings will be forwarded to the next highest administrative level.

In cases involving visitors or individuals doing business with UNT Dallas, the findings will be forwarded to the UNT Dallas office who has the working relationship with the individual doing business with UNT Dallas, UNT Dallas PD and the Equal Opportunity Office for determination of appropriate action and/or sanctions. In cases of findings against a respondent, or in cases of a determination that a Complainant has made claims falsely and maliciously, sanctions may be imposed.

In all instances, the sanctions imposed must be reported to the Title IX Office for inclusion in the official record of the investigation. Sanctions are disciplinary actions imposed on an individual, which may include punishment or other corrective actions. Sanctions for UNT Dallas employees can range between reprimand, remediation, reassignment, ineligibility for pay raises, suspension, and dismissal, depending upon the severity of the offense. In some instances, the employee may be placed on leave of absence until final action is taken.

Sanctions imposed on students will follow the Student Code of Conduct. Investigations that result in a finding of more likely than not that a student committed relationship violence, sexual assault, sexual misconduct, or stalking will lead to imposition of sanctions against the student. Sanctions, including permanent no contact orders, removal from on-campus housing, conduct probation, suspension, and expulsion, may be imposed upon students determined to have committed relationship violence, sexual assault, sexual misconduct, or stalking. Students who receive the sanction of suspension or expulsion will have a notation on their transcript regarding this disciplinary status.

UNT Dallas sanctions for violations of its policy on discrimination (including sexual harassment) may include any disciplinary action, up to and including termination of employment for faculty, staff, and student employees or the dismissal of students.

Civil Discrimination: Illegal under federal and state law. Official governmental investigations by the Equal Employment Opportunity Commission, the Texas Commission on Human Rights, and/or the Office of Civil Rights of the Department of Education may result in civil liability against UNT Dallas, and any individual found to have committed illegal discrimination.

Criminal: Sexual harassment by a public servant is a criminal offense under 39.03 of the Texas Penal Code. Depending on the severity of the acts, sexual harassment may also specifically include indecent exposure, public lewdness, assault, or sexual assault under Chapters 21 and 22 of the Texas Penal Code.

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False Charges: May result in disciplinary action against the Complainant by UNT Dallas or civil action against the Complainant by the respondent. An unsubstantiated charge is not considered “false” unless it is made with the knowledge that it is false. For students, sexual assault, domestic violence, dating violence, and stalking are violations of the Code of Student Conduct. Employees who violate this policy will be subject to discipline, up to and including termination of employment. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law.

The Title IX Coordinator or their designee will determine whether interim interventions and supportive measures should be implemented, and, if so, take steps to implement those measures as soon as possible. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator’s directives and/or supportive measures will constitute related violations that may lead to additional disciplinary action. Supportive measures imposed may be temporary pending the results of an investigation or may become permanent as determined by UNT Dallas. Applicable law requires that, when taking such steps to separate the Complainant and the respondent, UNT Dallas must minimize the burden on the Complainant and thus should not, as a matter of course, remove the Complainant from their job, classes, or housing while allowing the respondent to remain.

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

Registered Sex Offender Registry

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

Information concerning registered sex offenders may be obtained at the Texas Department of Public Safety

https://www.dps.texas.gov/administration/crime_records/pages/sexoffender.htm)

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Education and Prevention Programs

UNT Dallas engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are:

- culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

1. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
2. Defines using definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
3. Defines what behavior and actions constitute consent to sexual activity in the State of Texas and/or using the definition of consent found in the Student Code of Conduct if state law does not define consent;
4. Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. 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.
5. Information on risk reduction. Risk reduction means 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.
6. Provides an overview of information contained in the ASFSR in compliance with the Clery Act.

UNT Dallas has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students, participating in and presenting information and materials during new employee orientation.

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Title IX trains each new student on all prohibited conduct under Title IX such as sexual assault, dating violence, domestic violence and stalking as well as consent, UNT Dallas policies and how to make a report. UNT Dallas offered the following primary prevention and awareness programs for all incoming students in 2024:

Name of Program	Date Held	Location	Prohibited Behavior
New Student Orientation	1/6/2023	UNT Dallas	DoV, DaV, SA & S ¹
New Student Orientation	5/24/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	5/25/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	6/2/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	6/3/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	6/15/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	6/16/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	7/14/2023	Virtual	DoV, DaV, SA & S
New Student Orientation	7/15/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	7/20/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	7/21/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	8/4/2023	UNT Dallas	DoV, DaV, SA & S
New Student Orientation	8/17/2023	UNT Dallas College of Law	DoV, DaV, SA & S
New Student Orientation	12/19/2023	UNT Dallas	DoV, DaV, SA & S

All new students are directed to complete an online module regarding healthy relationships, sexual violence, bystander education and the code of student conduct. The module provides education about the following:

¹ DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault, and S means stalking

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- Key definitions and statistics
- Bystander skill- and confidence-building strategies
- Campus-specific policies, procedures, and resources

Title IX trains each new employee on all prohibited conduct under Title IX such as sexual assault, dating violence, domestic violence and stalking as well as consent, UNT Dallas policies and how to make a report. New employees must take training on sexual misconduct, mandatory reporting and Title IX within the first thirty days of employment and every two years thereafter.

Annually, all faculty and staff receive an email detailing how to report sexual violence and intimate partner violence as well as the role of the Title IX Coordinator.

UNT Dallas offered the following primary prevention and awareness programs for all new employees 2024:

Name of Program	Date Held	Location	Prohibited Behavior
New Employee Orientation	January 6, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	January 20, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	February 3, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	February 17, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	March 3, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	March 17, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	April 7, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	April 21, 2023	Virtual	DoV, DaV, SA & S*

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Name of Program	Date Held	Location	Prohibited Behavior
New Employee Orientation	May 5, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	May 18, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	June 2, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	June 16, 2023	Virtual	DoV, DaV, SA & S*
New Employee Orientation	July 7, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	July 10, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	August 7, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	August 8, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	September 1, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	September 6, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	October 6, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	October 9, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	November 3, 2023	UNT Dallas	DoV, DaV, SA & S*
New Employee Orientation	November 6, 2023	UNT Dallas	DoV, DaV, SA & S*

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The University offered the following ongoing awareness and prevention programs for students in 2023:

Name of Program	Date Held	Location	Prohibited Behavior	Brief Description
Student Organization Risk Management Training	Year Round	Online and In Person	DoV, DaV, SA, S, Hazing	Training that includes hazing, alcohol & other drugs, sexual abuse & harassment, fire & event safety, student travel, behavior at events, adoption of a risk management policy, and accessibility & accommodations
Self-Care Health & Wellness Fair	3/28/2023	Student Center	DoV, DaV, SA & S	Vendor and Community Partner event that offered information regarding health and wellness, consent, self-care, community resources for DoV, DaV, SA & S.
Sexual Assault Awareness Month	Done Annually in April (Month long program)	Remote and In-Person	DoV, DaV, SA & S	Information distributed on various social medias of department regarding sexual assault, statistics of, resources and how you can help prevent it.
Clothesline Project	Done Annually in April (Month long program)	Student Center, Third Space	DoV, DaV, SA & S	This program began in 2020 at UNT Dallas, and we offer an in-person and virtual design studio for students, staff, and faculty to contribute a t-shirt in support of spreading awareness for Sexual Assault Awareness Month and encouraging the commitment to safe campus and online spaces.
Student Organization Risk Management Training	Annual Training	Remote	DoV, DaV, SA & S	Training that includes hazing, alcohol & other drugs, sexual abuse & harassment, fire & event safety, student travel, behavior at events, adoption of a risk management policy, and accessibility & accommodations
Title IX Tabling with Community Standards	Various Dates	Various spaces throughout campus	DoV, DaV, SA & S	Distributed information.
Substance Use Presentation	4/12/2023	In Person		Standard presentation from MetroCare on substance use and abuse and treatment options in the Dallas area.
Questions, Persuade, and Refer (QPR) Training	2/15/2023; 2/28/2023; 4/12/2023	Both remote and in-person	DoV, DaV, SA & S	The QPR mission is to reduce suicidal behaviors and save lives by providing innovative, practical and proven suicide prevention training. Trainings done by members of the Counseling & Wellness Center

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Name of Program	Date Held	Location	Prohibited Behavior	Brief Description
Alcohol Awareness Bingo	4/28/2022; 4/18/2023	Founders Hall	DoV, DaV, SA & S	Bingo Game with information within about how to establish healthy relationship with alcohol, how it effects decision making, and contributes to dating violence and consent. Hosted by Dr. Justine Shuey, who has a doctorate in human sexuality.
Health Resource Fair	3/28/2023	Student Center	DoV, DaV, SA & S	Vendor and Community Partner event that offered information regarding health and wellness, consent, self-care, community resources for DoV, DaV, SA & S.
Sexual Assault Awareness Presentation	4/19/2023	Collaborative Stairs	DoV, DaV, SA & S	Standard presentation by campus partner, DARCC, on sexual assault prevention and awareness.
Suicide Prevention Table	9/6/2023	Founders Hall	DoV, DaV, SA & S	Information provided regarding Suicide Prevention and upcoming programs to educate.
QPR Training	9/6/2023	Student Center	DoV, DaV, SA & S	The QPR mission is to reduce suicidal behaviors and save lives by providing innovative, practical and proven suicide prevention training. Trainings done by members of the Counseling & Wellness Center
QPR Training	9/20/2023	Student Center	DoV, DaV, SA & S	The QPR mission is to reduce suicidal behaviors and save lives by providing innovative, practical and proven suicide prevention training. Trainings done by members of the Counseling & Wellness Center
Alcohol Awareness Bingo	9/27/2023	Student Center	Alcohol & Substance Abuse	Education around alcohol abuse and how to prevent it
Mission22	9/26/2023	Founders Hall	DoV, DaV, SA & S	Veteran inspired program to prevent military related suicide, which is a growing epidemic in America
Mindset Speaker	9/27/2023	Student Center	DoV, DaV, SA & S	Suicide prevention Program
Hazing Prevention Screening of Movie	9/25/2023	Student Center	DoV, DaV, SA, S, Hazing	This event featured a powerful film screening that explored the dark side of hazing rituals in organizations. The purpose was to visually define hazing by showcasing abusive and sometimes deadly practices. The film revealed a world of toxic masculinity, violence, humiliation, binge drinking, and institutional

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Name of Program	Date Held	Location	Prohibited Behavior	Brief Description
				coverups. Through this eye-opening journey, we aimed to raise awareness and spark dialogue about the serious impact of hazing. Together, we advocated for change and the creation of safer, more supportive environments in our organizations.
Studying with the Greeks	9/26/2023	Student Center	DoV, DaV, SA, S, Hazing	"Study with the Greeks" was an initiative where Greek members invited non-Greek members to join them for study sessions before midterms. This event aimed to demonstrate that Greeks on our campus are studious and foster a welcoming environment, contrary to common stereotypes. By collaborating and supporting one another academically, the event showcased the positive, inclusive, and productive aspects of Greek life.
Hazing Tabling Education	9/27/2023-9/28/2023	Student Center	DoV, DaV, SA, S, Hazing	Tabling event, members of Greek Life handed out hazing awareness and prevention goodie bags. These bags included literature, tips, and resources on addressing hazing, along with candy and flyers for upcoming events. Our student leaders also signed an Anti-Hazing Banner, which was displayed at each event as a commitment to end hazing. The event aimed to raise awareness and provide support to those affected by hazing, showcasing our dedication to creating a safer campus environment.
Domestic Violence Awareness Month	Done Annually in October (Month long program)	Remote and In-Person	DoV, DaV, SA	Information distributed on various social medias of department regarding domestic violence, statistics of, resources, and how you can help prevent it.

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Name of Program	Date Held	Location	Prohibited Behavior	Brief Description
Hazing Workshop and TED Talk	10/3/2023	Student Center	DoV, DaV, SA, S, Hazing	The Anti-Hazing seminar was an in-person event where the Office of Student Organizations presented "Unhealthy and Healthy Groups." This was followed by a TED Talk video featuring a mother whose son was a victim of hazing while pledging a fraternity. After the presentation, we held an open forum for students to discuss their thoughts, concerns, and experiences. The event aimed to raise awareness, foster dialogue, and promote a safer, healthier campus environment.
Walk a Mile in Her Shoes	10/11/2023	Campus Courtyard	DoV, DaV, SA & S	Since 2001, men, women, and their families around the world have joined award-winning Walk a Mile in Her Shoes®: The International Men's March to Stop Rape, Sexual Assault & Gender Violence. It is a dramatic opportunity to raise awareness in your community about the serious causes, effects, and remediations to men's sexualized violence.
Domestic Violence Panel	10/11/2023	Student Center	DoV, DaV, SA & S	Panel to discuss Domestic Violence and how to help.
Domestic Violence Resource Fair	10/12/2023	Campus Courtyard	DoV, DaV, SA & S	Vendor and Community Partner event that offered information regarding domestic violence, consent, self-care, community resources for DoV, DaV, SA & S.
Healthy Relationships Bingo	10/16/2023	Student Center/Online	DoV, DaV, SA & S	Bingo Game with information about how to establish healthy relationships, dating violence, how to give consent and communicate better with romantic partners. Hosted by Counseling and Wellness
Power of Intention: Love Languages and Mindful Relationships	10/24/2023	Student Center/Online	DoV, DaV, SA & S	Speaker on Domestic Violence and how to engage in healthy relationships.
Substance Use Presentation	10/26/2023	In Person		Standard presentation from MetroCare on substance use and abuse and treatment options in the Dallas area.

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Response to Reports of Sexual Misconduct

If UNT Dallas has actual knowledge of sex discrimination or sexual harassment in an education program or activity committed against an individual in the United States, UNT Dallas will respond promptly and follow its grievance procedures in a manner that is not deliberately indifferent. As required by law, UNT Dallas will not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

Emergency Removal

UNT Dallas may remove a student on an emergency basis from UNT Dallas property or employment, education research program or activity, or other UNT Dallas programs and activities. Before imposing an emergency removal, UNT Dallas will undertake an individualized analysis of safety and risk for the campus community to determine whether the individual's presence in UNT Dallas program or activity poses an immediate threat to the physical health or safety of any individual. The individual will have 72 hours from the notice of Emergency Removal to submit a written challenge to the safety and risk analysis.

How to Obtain a Protective Order

Go to District Attorney's Office, with a valid Driver's License or Picture Identification of yourself, a copy of your final divorce decree (if applicable) and bring as much information about the individual you are filing against (Social Security number, Driver's License number, address, etc.)

Hours: Monday through Friday 8:00 AM - 12:00 PM. Allow about 4 hours. Tell the clerk you are there for a Family Violence Protective Order.

The clerk will give you a long form (application) to fill out. You will need to know an address where he/she may be served the papers. Know the addresses you will list to be protected (example: work, home, school, etc.) Describe the violent incident(s) - including any violence that may have happened to the children.

You will then talk to an Assistant District Attorney or Victim's Advocate to take your affidavit.

If everything on your paperwork is correct and complete, a Temporary Order should be entered on your behalf in 7 - 14 days. A Temporary Order is enforceable by the police.

The Respondent (abuser) will be served papers within 14 days. These papers will order him/her to appear in court on a certain date.

You and an Assistant District Attorney will appear before the Judge and have a hearing in which the Judge will determine whether family violence has occurred and whether it is likely to occur in the future.

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If at the time of your hearing the Judge grants your Protective Order, it is police enforceable for the Protective Order not to exceed 2 years.

The entire process usually takes at least 14 days.

You may re-file for another Protective Order after the 2-year expiration date only if the individual becomes threatening or physically violent with you again and has violated the Protective Order.

Note: A victim cannot give permission for his/her abuser to violate a Protective Order.

A Complainant may then meet with UNT Dallas PD to develop a Safety Action Plan, which is a plan for UNT Dallas PD and the victim to reduce the risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to, escorts, special parking arrangements, providing a temporary cellphone, changing classroom location, or allowing a student to complete assignments from home, etc.

UNT Dallas cannot apply for a legal order of protection, no contact order, or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services in conjunction with local law enforcement. Protection from abuse orders may be available through filing an application for protective order with the clerk of the court. UNT Dallas may issue a no contact order if deemed appropriate or at the request of the victim or accused. To the extent of the victim's cooperation and consent, UNT Dallas offices will work cooperatively to ensure that the Complainant's health, physical safety, work, and academic status are protected, pending the outcome of a formal UNT Dallas investigation of the complaint.

Personal identifiable information about the victim will be treated as confidential and only shared with individuals with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the Complainant (for example, publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a) (20).) Further, UNT Dallas will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of UNT Dallas to provide the accommodations or protective measures.

UNT Dallas does not publish the name of crime victims nor house identifiable information regarding victims in the Dallas PD Daily Crime Log or online. Students may request that directory information on file be removed from public sources by request at:

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UNT Dallas Registrar: [972-780-3664](tel:972-780-3664).

UNT Dallas College of Law Registrar: lawregistrar@untdallas.edu 214-752-5973

Administrative Leave

UNT Dallas may place non-student staff or faculty on administrative leave, with or without pay, at any time. In reaching a determination as to administrative leave, the VP for Human Resources/ Equal Employment Opportunity will consult with the individual's immediate supervisor or Provost.

Equity, Equal Opportunity (EEO)

EEO is responsible for overseeing the UNT Dallas compliance with state and federal laws relating to as well as investigating and responding to complaints by faculty, staff, students, applicants, and third parties who believe themselves to be harmed by harassment or discrimination related to a protected characteristic.

Office of Compliance

The Office of Compliance and Integrity is responsible for oversight of UNT Dallas compliance and partners with key leaders in managing compliance risk. The program sets policy, conducts training, and performs investigations ensuring appropriate enforcement and corrective action. Investigations include possible regulatory and UNT Dallas policy violations such as: conflicts of interest and whistleblower complaints. The Office of Compliance and Integrity maintains the UNT Dallas Trust Line, allowing reports of possible fraud, abuse, and other misconduct to remain confidential and anonymous.

The Office of Compliance and Integrity assists all coaches, student-athletes, athletic department staff members, UNT Dallas faculty and staff, regarding compliance with rules applicable to intercollegiate athletics. In addition to educating these groups about applicable rules, the Office of Compliance and Integrity is responsible for monitoring, addressing, and investigating all potential violations of National Association of Intercollegiate Athletics and UNT Dallas rules and regulation governing athletics.

Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it." We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. If you or someone else is in immediate danger, dial 911. This could be when an individual is yelling at or being physically abusive towards another and it is not safe for you to interrupt. Below is a list of some ways to be an active bystander.

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1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another individual.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

The following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
3. **Walk with purpose**. Even if you don't know where you are going, act like you do.
4. **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have cab money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends**. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts**. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you leave your drink unattended, just get a new one.
12. **Don't accept drinks from people you don't know or trust**. If you choose to accept a drink, go with the individual to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from punch bowls or other open containers.
13. **Watch out for your friends, and vice versa**. If a friend seems out of it, is way too intoxicated by alcohol they've had, or is acting out of character, get him or her to a safe place immediately.

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14. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a. **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the individual who is making you uncomfortable that is to blame.
 - b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c. **Have a code word with your friends or family.** If you don't feel comfortable you can call them and communicate your discomfort without the individual you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d. **Lie.** If you don't want to hurt the individual's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. **Try to think of an escape route.** How would you try to get out of the room?
17. Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
18. **If you and/or the other individual have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Adjudication of Violations

Whether or not criminal charges are filed, UNT Dallas or an individual may file a complaint under the UNT Dallas policies alleging that a student or employee violated the Student Code of Conduct, Title IX policies, or related sexual misconduct policies. When a Complainant does not consent to the disclosure of his or her name or other identifiable information to the alleged perpetrator, UNT Dallas' ability to respond to the complaint may be limited. Individuals can file a complaint with the Title IX Coordinator at

https://cm.maxient.com/reportingform.php?UNTDallas&layout_id=3

Code of Student's Rights, Responsibilities, and Conduct

<https://untsystem.policytech.com/dotNet/documents/?docid=1278&public=true>

Prohibiting Discrimination and Harassment

<https://untsystem.policytech.com/dotNet/documents/?docid=926&public=true>

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UNT Dallas Policy 16.005; Prohibition of Sexual Misconduct (to Include Sex Discrimination, Sexual Harassment, Sexual Assault, Interpersonal [Dating & Domestic] Violence, Stalking, & Related Retaliation)

<https://untsystem.policytech.com/dotNet/documents/?docid=1506&public=true>

Employee Ethics and Standards of Employee Conduct

<https://untsystem.policytech.com/dotNet/documents/?docid=1010&public=true>

Reports of all domestic violence, dating violence, sexual assault and stalking made to UNT Dallas PD will automatically be referred to the Title IX Coordinator for investigation regardless of if the Complainant chooses to pursue criminal charges.

The disciplinary process is consistent with UNT Dallas policy and will include a prompt, fair, and impartial investigation, and resolution process transparent to the accuser and the accused. Usually, the resolution of complaints of sexual misconduct are completed within 60 days of the report, however the proceedings timeframe allows for extensions for good cause with notice to the accuser and the accused of the delay and the reason for the delay.

Investigators, hearing panel members and appellate review authorities are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to conduct an investigation, hearing process and appeal review that protects the safety of the victim and promotes accountability. The Student Code of Conduct and provides the following:

1. The accuser and the accused student each have the opportunity to attend a hearing before a properly trained hearing panel that protects the safety of victims and promotes accountability.
2. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present.
3. UNT Dallas will allow for timely access to the accuser, the accused, and appropriate officials to any information that will be used after the fact-finding investigation but during formal and informal disciplinary meeting and hearings;
4. UNT Dallas disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
5. UNT Dallas provides the accuser and accused with the same opportunities to have an advisor present during a disciplinary proceeding. The accuser and the accused student each have the opportunity to be advised by a personal advisor of their choice, at any stage of the process and to be accompanied by that advisor at any meeting or proceeding. An advisor may only consult and advise their advisee, but not speak for the

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advisee at any meeting or hearing. An advisor will be provided by UNT Dallas to a party who does not have one;

6. A student conduct decision is based on the preponderance of evidence standard (i.e., more likely than not to have occurred) standard.
7. The accuser and the accused will be notified simultaneously in writing of the result of any disciplinary proceeding; as well as any changes to those results or disciplinary actions prior to the time that such results become final; and
8. The accuser and the accused each have the right to appeal the outcome of the hearing and will be notified simultaneously in writing of any change to the result prior to the time that it becomes final and of the result after the appeal is resolved.

Confidentiality

UNT Dallas will protect the identity of individuals who report having been victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law and as previously mentioned in this document. Confidentiality extends to all reporting not limited to Clery. Resources will be made available to all students and staff.

Sanctions and Protective Measures

In all cases, investigations that result in a finding of more likely than not that a violation of the above listed policies occurred will lead to the initiation of disciplinary procedures against the accused individual. Sanctions may be imposed upon those determined to have violated this policy. Employees who violate these policies will be subject to discipline, up to and including termination of employment. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law. UNT Dallas may implement supportive measures following the report of domestic violence, dating violence, sexual assault and/or stalking which may include some or all the actions listed below:

Student Sanctions for Misconduct pertaining to sexual assault, domestic violence, dating violence, and stalking are violations of the Student Code of Conduct

A. Warning:

1. A verbal or written notice to a student that they have violated the Code and must not engage in violations in the future.
2. No impact on good conduct standing.
3. Not subject to review by the Committee.

B. Educational Sanction:

1. An assignment designed to educate a student about the potential impact of misconduct and to prevent reoccurrence, may include referral to the Substance Abuse Resource Center, education workshops or assignment of reflection papers.
2. No impact on good conduct standing.

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3. Not subject to review by the Committee.
4. Failure to comply with the assignment may result in further discipline.

C. UNT Dallas Restrictions:

1. A temporary or permanent restriction of UNT Dallas privileges, including but not limited to, the ability to participate in an organizational intake process or hold a leadership position in a student group, to participate in study abroad programs, to register as a student group, or to participate in social or extracurricular events; may also result in withholding of an official transcript or blocking enrollment for a specified period.
2. No impact on good conduct standing.
3. Not subject to review by the Committee unless loss of privileges is related to another reviewable sanction.
4. Student groups may request reconsideration of a restriction no sooner than one (1) year after the date that the sanction was imposed. Reconsideration will be at the discretion of the UNT Dallas Student Affairs (SA) Representative. The decision of the UNT Dallas SA Representative is final and the Student Group may not request reconsideration again until the date specified by the UNT Dallas SA Representative.

D. Level I Conduct Probation:

- a. A written reprimand that expires automatically after a specified time but includes the probability of a more severe sanction if a student violates the Student Code of Conduct again during the probationary period.
- b. No impact on good conduct standing.
- c. Not a permanent conduct record.
- d. Not subject to review by the Committee.

E. Level II Conduct Probation:

1. A written reprimand that expires automatically after a specified time but includes the probability of a more severe sanction if a student violates the Student Code of Conduct again during the probationary period.
2. Good conduct standing is removed during the specified period.
3. Not a permanent conduct record.
4. Not subject to review by the Committee.

F. Level III Conduct Probation:

1. A written reprimand that remains in effect during the remainder of the student's academic career (including future enrollments) and includes the probability of more severe sanction if a student violates the Student Code of Conduct again.
2. Good conduct standing is removed for the remainder of a student's academic career at UNT Dallas.
3. Becomes a permanent conduct record.

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4. May be reviewed by the Committee.
5. Sanctions cannot be applied to student groups.

G. Student Suspension:

1. Removal from UNT Dallas for a Specified Period of time. A suspended student will be removed from enrollment, prohibited from entering UNT Dallas premises and blocked from future registration until reviewed and approved.
2. Good conduct standing is removed.
3. Becomes a permanent conduct record.
4. May be reviewed by the Committee.
5. Must meet with a UNT Dallas SA Representative after suspension term is over to be reinstated to UNT Dallas.

H. Student Group Suspension:

1. Removal of privileges and recognitions accorded to student groups for a specified period as defined by the UNT Dallas SA Representative.
2. Student groups will not be permitted to participate as a recognized student group in UNT Dallas activities or functions, or to sponsor any activities representing UNT Dallas.
3. Student groups may submit a request to the UNT Dallas SA Representative for reinstatement after the expiration of the specified period.
4. May be reviewed by the Committee.

I. Expulsion:

1. Permanent removal from UNT Dallas. An expelled student will be permanently removed from enrollment and permanently prohibited from entering any UNT Dallas premises.
2. Good conduct standing is permanently removed.
3. Becomes a permanent conduct record.
4. May be reviewed by the Committee.
5. Sanctions cannot be applied to student groups.

J. UNT Dallas Withdrawal: A student may be administratively withdrawn from a class, a course, or all courses. A withdrawn student may also be prohibited from entering UNT Dallas premises and barred from re-enrollment until specific conditions are met. Reasons for UNT Dallas withdrawal include, but are not limited to the following:

1. To prevent the disruption of the education process.
2. The student failed to respond to an official summons from an UNT Dallas official.
3. The student has been suspended or expelled from UNT Dallas.

K. Immediate Suspension: Immediate removal from all or part of UNT Dallas premises while the conduct process is pending when a violation reasonably indicates that the student's

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continued presence poses a substantial or immediate danger to the health, safety, or welfare of any member of UNT Dallas community or to UNT Dallas premises.

- L. Immediate Suspension of Student Group – The group will cease all activities, meetings, programs, and representation as a group while an investigation is in progress by UNT Dallas. A student group can be immediately suspended for posing a substantial or immediate danger to the health, safety, or welfare of any member of the UNT Dallas community or to UNT Dallas premises.

Drug-Free Schools and Communities Act

The Drug-Free Schools and Communities Act (DFSCA), Public Law 101-226, is intended to combat substance abuse on college campuses through methods of punishment, rehabilitation, and prevention. This act requires that colleges certify that annual alcohol and drug information is distributed to each employee and student. This information must include the consequences of unlawful drug or alcohol possession, as well as information about available drug and alcohol counseling.

<https://www.untDallas.edu/sa/about/policies/drug-free-schools-communities-act>

Alcohol and Drug Policies and Penalties

The abuse of alcohol and other drugs by members of the university community is incompatible with the goals of our academic institution. UNT Dallas has policies prohibiting drugs and the illegal use of alcohol. UNT Dallas is committed to maintaining an environment free from substance abuse by students and employees as well as complying with state and federal laws related to the unlawful possession or distribution of illicit drugs and/or alcohol.

Drug-Free Workplace

UNT Dallas complies with the Drug-Free Workplace Act of 1988, and implemented Policy 7.001 Alcohol and Substance Abuse Program;

<https://untsystem.policytech.com/dotNet/documents/?docid=1278&public=true>

Policy Statement.

This policy applies to all students.

Procedures and Responsibilities:

1. UNT Dallas prohibits the illicit use, sale, attempted sale, conveyance, distribution, manufacture, cultivation, dispensation, purchase, attempted purchase and possession of illegal drugs, intoxicants, or controlled substances, at any time and in any amount or in any manner on campus.
2. The purchase, consumption, and possession of alcoholic beverages in UNT Dallas facilities shall comply with state laws and UNT Dallas policy.
3. Failure to comply with this policy by any student will constitute grounds for disciplinary action, up to and including expulsion from UNT Dallas. A student who violates any state

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law related to use or possession of drugs or alcohol will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with law.

4. Students may be required to participate in and satisfactorily complete an approved rehabilitation or assistance program.

UNT Dallas complies with the Drug-Free Workplace Act of 1988 and implemented policy for all employees.

Policy Statement.

This policy applies to all employees.

1. **Written Notice to Students and Employees**

Standards of conduct for students and employees that clearly prohibit, at minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol on UNT Dallas property or during UNT Dallas activities. Each year the Office of Student Life and Success will deliver written notice to all students and employees regarding the UNT Dallas drug prevention program which will include:

- a. A description of the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs or alcohol;
- b. A description of the health risks associated with the use of illicit drugs;
- c. A description of all drug and alcohol counseling, treatment or rehabilitation or programs that are available to students and employees; and
- d. A clear statement that UNT Dallas may impose disciplinary sanctions for violation of the standards of conduct relating to the unlawful possession, use or distribution of illicit drugs and alcohol on UNT Dallas property or during UNT Dallas activities up to and including expulsion or termination of employment and referral for prosecution.

2. **Written Notice to New Employees**

The written notice described in section II (B) of this policy will also be provided to all new employees at the time of their new employee orientation.

3. **Biennial Review**

This is to determine its effectiveness and implement changes to the program if needed. On a biennial basis, the Office of Student Life and Success will coordinate a biennial review of the UNT Dallas Drug and Alcohol Abuse Prevention Program to ensure that disciplinary sanctions for violations of the standards of conduct relating to the unlawful possession, use or distribution of illicit drugs and alcohol on UNT Dallas property or during UNT Dallas activities are consistently enforced.

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Legal Sanctions for Illegal Use of Alcohol and Other Drugs

In addition to sanctions imposed by UNT Dallas for violating the Alcohol Use Policy and the Drug Abuse Policy, a student may be subject to regulations of civil authorities. Various local, state, and federal regulations prohibit the illegal use, possession and distribution of illicit drugs and alcohol. Penalties for violation of such statutes vary depending on the type of drug, the amount of the drug involved, the type of violation, and in the case of alcohol, the age of the individual involved. UNT Dallas prohibits the unlawful possession, use, manufacture or distribution of illicit drugs or inhalants on UNT Dallas property or at UNT Dallas sponsored activities. UNT Dallas also prohibits the use or unlawful possession of alcoholic beverages by faculty and staff on campus. The use or possession of alcoholic beverages in all instructional settings, including those remote to campus, is prohibited.

Drugs and Inhalants

Students and employees may not use, possess, sell, manufacture, or distribute illegal drugs, inhalants, or controlled substances (narcotics or dangerous drugs), be in possession of drug paraphernalia, or misuse any legal drug or other substance in or on UNT Dallas owned or controlled property or as a part of any UNT Dallas sponsored activity.

Employees may not work under the influence of illicit drugs and may not abuse legal drugs or inhalants.

UNT Dallas Penalties

Students: Penalties that may be imposed for conduct related to the unlawful use, possession, or distribution of drugs or alcohol are probation (both conduct or disciplinary), payment for damage to or misappropriation of property, loss of rights and privileges, suspension for a specified period, expulsion, or such other penalty as may be deemed appropriate under the circumstances.

Student Sanctions for Misconduct Related to Illegal Use of Alcohol and Other Drugs

1. Warning
 - a. A verbal or written notice to a student that they have violated the Student Code of Conduct and must not engage in violations in the future.
 - b. No impact on good conduct standing.
 - c. Not subject to review by the Committee.

2. Educational Sanctions
 - a. An assignment designed to educate a student about the potential impact of misconduct and to prevent reoccurrence, may include referral to the Substance Abuse Resource Center, education workshops or assignment of reflection papers.
 - b. No impact on good conduct standing.

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- c. Not subject to review by the Committee.
- d. Failure to comply with the assignment may result in further discipline.

3. UNT Dallas Restrictions:

A temporary or permanent restriction of UNT Dallas privileges, including but not limited to, the ability to participate in an organizational intake process or hold a leadership position in a student group, to participate in study abroad programs, to register as a student group, or to participate in social or extracurricular events; may also result in withholding of an official transcript or blocking enrollment for a specified period.

- a. No impact on good conduct standing.
- b. Not subject to review by the Committee unless loss of privileges is related to another reviewable sanction.
- c. Student groups may request reconsideration of a restriction no sooner than one (1) year after the date that the sanction was imposed. Reconsideration will be at the discretion of the UNT Dallas SA Representative. The decision of the UNT Dallas SA Representative is final and the Student Group may not request reconsideration again until the date specified by the UNT Dallas SA Representative.

1. Level I Conduct Probation:

- a. A written reprimand that expires automatically after a specified time but includes the probability of a more severe sanction if a student violates the Student Code of Conduct again during the probationary period.
- b. No impact on good conduct standing.
- c. Not a permanent conduct record.
- d. Not subject to review by the Committee.

2. Level II Conduct Probation:

- a. A written reprimand that expires automatically after a specified time but includes the probability of a more severe sanction if a student violates the Student Code of Conduct again during the probationary period.
- b. Good conduct standing is removed during the specified period.
- c. Not a permanent conduct record.
- d. Not subject to review by the Committee.

3. Level III Conduct Probation:

- a. A written reprimand that remains in effect during the remainder of the student's academic career (including future enrollments) and includes the probability of more severe sanction if a student violates the Code again.
- b. Good conduct standing is removed for the remainder of a student's academic career at the University.

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- c. Becomes a permanent conduct record.
 - d. May be reviewed by the Committee.
 - e. Sanction cannot be applied to student groups.
4. Student Suspension:
- a. Removal from UNT Dallas for a Specified Period of time. A suspended student will be removed from enrollment, prohibited from entering UNT Dallas premises and blocked from future registration until reviewed and approved.
 - b. Good conduct standing is removed.
 - c. Becomes a permanent conduct record.
 - d. May be reviewed by the Committee.
 - e. Must meet with a UNT Dallas SA Representative after the suspension term is over to be re-instated to UNT Dallas.
5. Student Group Suspension:
- a. Removal of privileges and recognitions accorded to student groups for a specified period as defined by the UNT Dallas SA Representative.
 - b. Student groups will not be permitted to participate as a recognized student group in UNT Dallas activities or functions, or to sponsor any activities representing UNT Dallas.
 - c. Student groups may submit a request to the UNT Dallas SA Representative for reinstatement after the expiration of the specified period.
 - d. May be reviewed by the Committee.
6. Expulsion:
- a. Permanent removal from UNT Dallas. An expelled student will be permanently removed from enrollment and permanently prohibited from entering any UNT Dallas premises.
 - b. Good conduct standing is permanently removed.
 - c. Becomes a permanent conduct record.
 - d. May be reviewed by the Committee.
 - e. Sanctions cannot be applied to student groups.
7. UNT Dallas Withdrawal: A student may be administratively withdrawn from a class, a course, or all courses. A withdrawn student may also be prohibited from entering UNT Dallas premises and barred from re-enrollment until specific conditions are met. Reasons for UNT Dallas withdrawal include, but are not limited to:
- a. To prevent the disruption of the education process.
 - b. The student failed to respond to an official summons from UNT Dallas official.
 - c. The student has been suspended or expelled from UNT Dallas.

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8. Immediate Suspension: Immediate removal from all or part of UNT Dallas premises while the conduct process is pending when a violation reasonably indicates that the student's continued presence poses a substantial or immediate danger to the health, safety, or welfare of any member of UNT Dallas community or to UNT Dallas premises.
9. Immediate Suspension of Student Group – The group will cease all activities, meetings, programs, and representation as a group while an investigation is in progress by UNT Dallas. A student group can be immediately suspended for posing a substantial or immediate danger to the health, safety, or welfare of any member of UNT Dallas community or to UNT Dallas premises.

Employees: The unlawful use, possession, or distribution of drugs or alcohol, or engaging in conduct prohibited by UNT Dallas policy regarding the manufacture, sale, possession, distribution, or use of alcohol or illegal drugs will result in penalties that range from mandatory counseling to dismissal. Continued employment/re-employment may also be contingent upon participation in or successful completion of UNT Dallas approved drug/alcohol counseling and rehabilitation programs.

The use or possession of alcohol or drugs by an employee on UNT Dallas premises (except as authorized by UNT Dallas) is defined as misconduct by UNT Dallas "Policies and Procedures for Discipline and Dismissal of Employees." The unlawful use, possession, or distribution of illicit drugs or alcohol by an employee is prohibited by UNT Dallas "Policy on Drugs and Alcohol."

Individual students, employees and organizations violating UNT Dallas policies or engaging in conduct that is prohibited by state, federal, or local law are subject to discipline under the provisions of campus policies, as applicable. In addition, UNT Dallas officials may refer any evidence of illegal activities to the proper local, state, or federal authorities for review and potential prosecution.

Every student and staff member should read and become familiar with the policies on alcohol and other drugs that are discussed in the UNT Dallas Policy 7.001, *Code of Student's Rights, Responsibilities, and Conduct*.

In addition, more information is available on the health risks associated with drugs in the Health Clinic.

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Penalties Under Texas Law

Offense	Penalty (*minimum/**maximum)
Possession of Marijuana	*Class A (Jail term up to 1 year and/or \$4,000 fine) or B (Jail term up to 6 months and/or \$2000 fine) misdemeanor, or felony (Jail term 6 months to 99 years depending on the amount) **Possible imprisonment and up to a \$50,000 fine
Marijuana Distribution	*Class A (Jail term up to 1 year and/or \$4,000 fine) or B (Jail term up to 6 months and/or \$2000 fine) misdemeanor, or felony (Jail term 6 months to 99 years depending on the amount) **Possible imprisonment and up to a \$50,000 fine
Possession of Cocaine	*Felony (Jail term 6 months to 99 years depending on the amount) **Possible imprisonment and up to a \$100,000 fine

Possession of Cocaine, Narcotic Drug, or Controlled Substance	*Felony (Jail term 6 months to 99 years depending on the amount) **Possible Imprisonment and up to a \$100,000 fine
Driving while intoxicated (includes intoxication from alcohol, drugs, or both)	*License suspension of at least 60 days **Jail terms not more than 180 days and a fine up to \$2,000 ***Imprisonment up to 20 years, and a fine up to \$10,000
Public Intoxication	A fine not to exceed \$500
Purchase of alcohol by a minor	<ul style="list-style-type: none"> • A fine not to exceed \$500 • At least 8 hours of Community Service, • 30-day license suspension Varies with number of offenses
Consumption or possession of alcohol by a minor	<ul style="list-style-type: none"> • A fine not to exceed \$500 • At least 8 hours of Community Service, 30- day license suspension, Mandatory Alcohol Awareness classes Varies with number of offenses
Furnishing alcohol to a minor	<ul style="list-style-type: none"> • A fine not to exceed \$4,000 or confinement in jail for not more than one year, or both • Driver's license suspension for 180 days

Note: Penalties may be enhanced for prior offenses and/or offenses within 1000 ft. of a public university.

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Alcohol and Drug Counseling and Treatment Resources

Substance abuse programs are offered at UNT Dallas to ensure alcohol and other drugs do not interfere with the goals of the student or staff member. These programs are designed to:

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

UNT Dallas has services dedicated to education, counseling, prevention and treatment of drugs and alcohol. Services are available to all students. Self-referral and consultations are welcomed. The following are counseling and treatment resources intended to eliminate the abuse of alcohol and the use of illegal drugs:

Referrals and Resource Information:

- Individual Therapy
- Group Therapy
- Research, materials, and pamphlets
- Programming
- Web based alcohol prevention program

University Resources

CARE Team (non-confidential)	(972)-338-1775
Counseling and Wellness Services (confidential)	(972) 338-1816
Dean of Students (non-confidential)	(972) 338-1775
COL Counseling Center (confidential)	(214)-571-2423
Housing and Residence Life (non-confidential)	(972) 338-1626 or (972) 338-1776
Greek Life (non-confidential)	(972) 338-1940
Vice President of Student Affairs & Enrollment Management (non-confidential)	(972) 780-3059

Employee Assistance Program (EAP)

In addition to these services, the Employee Assistance Program (EAP) is provided through UNT Dallas Human Resources to assist employees and their families with personal matters by referral to agencies, facilities, or individuals that may best be able to meet their needs. EAP is

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designed to aid employees in managing daily responsibilities, life events, work stresses or issues affecting quality of life. Confidential services are provided at no cost to employees and their benefit-eligible dependents including assessments, referrals, and short-term problem resolution, by calling a toll-free number, available 24 hours a day, 7 days a week. To contact an EAP coordinator, call 972-338-1411.

Campus Assessment Response and Education Team (C.A.R.E. Team)

The C.A.R.E. Team is comprised of a network of professionals who are committed to a caring, private program of identification, intervention, and response in order to support students, staff and faculty, and to provide our community with the greatest level of protection. If you are concerned about someone being a threat to self or others, please contact 911 for emergencies.

To submit a concern to the C.A.R.E. Team please click on the link below. Please give as much detail as possible so that we may address the report of concern to the best of our abilities.

Submit a Report of Concern:

https://cm.maxient.com/reportingform.php?UNTDallas&layout_id=1

FIRE SAFETY AND STATISTICS

Fire Safety Education and Fire Drills

Firefighting services for UNT Dallas and COL are provided by the Dallas Fire Department. The UNT Dallas Facilities Department is responsible for the management, review, contractor supervision, service, inspection, and testing of the fire sprinkler systems, fire alarm systems, special hazard systems, kitchen suppression systems, and fire extinguishers for all UNT Dallas owned and leased facilities. The UNT System Facilities Department provides plan reviews and contractor supervision of all new construction. UNT Dallas Risk Management conducts safety inspections of facilities and enforces state fire safety regulations in all UNT Dallas owned and leased facilities.

Fire Log

UNT Dallas PD maintains a daily fire log which details any fires that occurred in the on-campus student housing facility. The log is available to the public and can be viewed at <https://www.untdallas.edu/police/public-information/clery> or paper copy at Founders Hall Suite #135.

Fire Safety Education and Fire Drills Wisdom Hall

On an annual basis, Wisdom Hall performs a fire drill to prepare and instruct residents on correct evacuation procedures. Residence Hall fire drills are planned and executed by Housing,

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Campus Police, Facilities, and Risk Management. For students living in Wisdom Hall, UNT Dallas provides campus housing policies, procedures, and standards in the UNT Dallas Housing and Residence Life Student Handbook. Procedures for evacuation are reviewed annually.

Several supervised fire drills were planned, performed, and documented for Wisdom Hall in 2023.

The University also reserves the right to enter a residence room without notice, for responding to real or reasonably perceived health and safety emergencies, and/or to ensure evacuation during fire alarms and/or during vacation periods. UNT Dallas personnel also have the right at any time to respond to situations where there is a reasonable suspicion that a violation of the law or UNT Dallas policies is occurring or has occurred inside a particular room. Under such circumstances, it is not necessary that the room's resident(s) be present; nor will a resident's refusal, either verbal or physical, prevent an entry or inspection. By entering into UNT Dallas Housing Contract, the student consents to room entry and inspection under those circumstances indicated. Residents will be given 72-hour notice of staff entering spaces for health and safety checks.

January 1, 2023 – December 31, 2023

Student Residential Facility	Number of fires	Date of Fire	Cause of Fire	Fire Related Injuries	Fire Related Deaths	Value of Property Damage
Wisdom Hall	0	n/a	n/a	0	0	0

January 1, 2022 – December 31, 2022

Student Residential Facility	Number of fires	Date of Fire	Cause of Fire	Fire Related Injuries	Fire Related Deaths	Value of Property Damage
Wisdom Hall	0	n/a	n/a	0	0	0

January 1, 2021 – December 31, 2021

Student Residential Facility	Number of fires	Date of Fire	Cause of Fire	Fire Related Injuries	Fire Related Deaths	Value of Property Damage
Wisdom Hall	0	n/a	n/a	0	0	0

Appliances: Appliances are permitted if they pose no undue safety risk, include no exposed heating elements, or do not unnecessarily over utilize building utilities. Appliances that create undue safety risks are not permitted within the residence hall. UNT Dallas reserves the right to require the use of Energy Star rated appliances. Appliances should be no more than 1000 WATTS. Each room is allowed 2400 total WATTS.

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APPROVED APPLIANCES IN ROOM	PROHIBITED APPLIANCES IN ROOM
Small Refrigerator	George Foreman type grills
Small Microwave	Sandwich Grills
Small Oscillating Fans	Rice Cookers
Electric Space heater with auto turn off and tip over safety (should not be more than 1000 WATTS)	Coffee Pots (can be used in community kitchen)
Hair dryers, curling irons, straighteners, and irons (must always be unplugged when not in use or when the resident leaves the room)	Hot Plates of any kind; Any appliance with exposed heating elements

Candles/Scent Producers: Candles/open flames/incense are considered extremely dangerous due to the potential of fire and are prohibited. Unburned candles or incense sticks are also not permitted. Students may not create open flames of any kind for any reason in any UNT Dallas housing facility location. Grills cannot be used in or near the residence hall. All violations of this policy are serious as open flames pose the largest single safety threat to university housing facilities.

Light fixtures and fire equipment: Sprinklers and smoke detectors should never be used to hang things from and must never be tampered with or turned off in any fashion. All room/space fixtures, including but not limited to appliances, electrical outlets and switches, plumbing, and door hardware are not to be removed or altered in any way.

Smoking: Smoking and other tobacco products are prohibited from use at all times in UNT Dallas facilities. This includes offices, work areas, classrooms, or residential facilities.

Campus Building Evacuations and Fire Safety:

In the Event of a Fire

If you smell smoke or detect a fire, activate the nearest alarm, and call 911 immediately from a safe location on or off campus. Before opening any door, use the back of your hand to see if it is hot. If it is hot, leave it closed and stuff wet towels or clothes in the cracks and open a window. If the door is not hot, open it slowly and be prepared to close it quickly if necessary. Exit the building cautiously and carry a blanket or towel to protect you from flames and smoke. Do not use elevators. If you see or smell smoke in a hall or stairway, use another exit. If you have knowledge of what may have caused a building evacuation, please immediately notify UNT Dallas staff.

Evacuation Alarms

Evacuation is required of all occupants of UNT Dallas buildings whenever an alarm is sounded. Specific procedures are:

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- Exit the building immediately by the proper pathway.
- Lock your door and take your key if you are a resident and in your room at the time the alarm sounds.
- Use stairways, do not use the elevators.
- Once outside, move to your designated emergency assembly point. (Basketball Courts)
- Do not return to an evacuated building until the all-clear signal is given and permission is explicitly granted by a member of the Housing and Residence Life staff or a UNT Dallas PD officer.

Failure to evacuate for an alarm is a violation of city and state ordinances and will be treated as a serious violation of the Student Code of Conduct.

Fire alarms and fire-safety equipment are in each building to save lives and property. Initiating a false alarm or tampering with fire-safety equipment is a violation of UNT Dallas policy. Fire extinguishers are in the middle of each hallway on the East wall.

Fire Prevention

All students must maintain an obstruction-free evacuation route to all exits. The minimum clearance of the route must be 48 inches wide. Students must follow manufacturer guidelines when using power surge strips to ensure that they are not overloaded. Future improvements to the Fire & Life Safety Program include conducting fire drills once every long semester in both the academic and residential buildings along with campus wide fire prevention programs conducted each October to coincide with Fire Prevention Week.

Fire Safety

Occupants should take all safety precautions, including fire safety, and report any violations they observe to their building staff as soon as possible.

Fire-Related Policies, Procedures, and Programs

UNT Dallas Policy 7.026 Inspection and Administrative Search of Residence Halls: UNT Dallas respects its resident students' reasonable expectation of privacy in their rooms and makes every effort to ensure privacy in residences. However, to protect and maintain the property of UNT Dallas and the health and safety of UNT Dallas students, UNT Dallas reserves the right to enter and search student residence hall rooms in the interest of preserving a safe and orderly living and learning environment. UNT Dallas *Policy 7.026; Inspection and Administrative Search of Residence Halls*.

UNT Dallas Policy 11.006 Facilities Use: The UNT Dallas Facility Use Policy will be administered and monitored through the Office of Financial and Administrative Services with the assistance of UNT Dallas Event Coordinators. The General Services Director will develop UNT Dallas Facility

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Use Guidelines consistent with the terms of this policy and designate: 1. Spaces within campus facilities that are available for use and any limitations that may apply to such use, including limitations on the number of individuals who may occupy a particular space based on building regulations, fire codes, and safety standards. UNT Dallas Policy 11.006; *Facilities Use*.

UNT Dallas Policy 15.01 Risk Management: UNT Dallas seeks to conduct all operations safely, preventing accidents, injuries or illnesses involving its students and employees; protecting property and the environment from damage; preventing and mitigating conditions likely to interrupt UNT Dallas' ability to fulfill its academic mission; and analyzing exposures to determine risk financing measures. To accomplish these goals, UNT Dallas establishes a risk management program that takes reasonable and practical steps in safeguarding students, employees, visitors, property, and operations. UNT Dallas Policy 15.001; *Risk Management*.

UNT Dallas Policy 11.002: Tobacco and Nicotine-Delivery Devices prohibits smoking anywhere on UNT Dallas property and prohibits the use of smokeless tobacco products and electronic cigarettes (including the use of vaporizers) anywhere on UNT Dallas property. Policy 11.002; *Tobacco and nicotine-Delivery Devices*.

UNT Dallas Policy 15.002: Use of Portable Electric Space Heaters: It is the intent of UNT Dallas to control room temperatures using the existing building systems to maximize energy efficiency, minimize costs, reduce emissions, and increase the safety of building inhabitants. Therefore, personal space heater use is limited, and their use is governed by UNT Dallas policy. Policy 15.002; *Use of Portable Electric Space Heaters*.

UNT Dallas Student Organization Handbook: Student Involvement & Organizations staff encourages student organizations to work with our staff and their organization advisor(s) to plan safe and successful programs or events. To do so, each student organization is required to have its own risk management policy that addresses the 7-8 areas identified by the state: alcohol and drugs, hazing, sexual assault & harassment, fire and safety, student travel, behavior at events and parties, and student organization risk management policies.

Risk Management Training: Risk Management Training is a program offered through the Office of Student Involvement & Organizations to assist student organizations with the identification of potential and perceived risks that might be involved in their activities and to identify steps to minimize or avoid risks when and where practical. It is a step in the registration renewal process and covers topics of alcohol and drugs, hazing, sexual assault & harassment, fire and safety, student travel, behavior at events and parties, and student organization risk management policies. All student organizations and their advisors are required to complete this training. See

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RSO Handbook at <https://www.untdallas.edu/sa/student-life/student-involvement-organizations>

UNT Dallas Policy 13.016 Laboratory and Research Safety: UNT Dallas is committed to creating and maintaining a safe laboratory and research environment for the protection of faculty, staff, students, affiliated personnel, and visitors. Everyone working in laboratories and involved in research has a role to play in creating and maintaining a strong culture of safety. This policy sets out basic principles and general roles and responsibilities in the promotion of a culture of safety in laboratories and in research at UNT Dallas. Policy 13.016 Laboratory and Research Safety.

On Campus Student Housing Facility Fire Safety System

Facility	Fire Alarm Monitoring (On Site)	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Annual Number Fire Drills for Calendar Year
Wisdom Hall	Yes	No	Yes	Yes	Yes	Yes. In room on wall	2

Campus Fire Reporting

In case of fire, call 911. Fires are reported through 911 or through UNT Dallas PD dispatch. In accordance with the Clery Act, UNT Dallas is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. UNT Dallas also is required to keep a log of those fires, which can be found at Founders Hall, Suite 135.

Listed below is the non-emergency UNT Dallas PD number to call to report fires that have already been extinguished in any university building or property, including on-campus student residence facilities. If you are unsure whether UNT Dallas PD has been notified of a fire, you find evidence of a fire, or if you hear about a fire in a UNT Dallas building or property, please contact the UNT Dallas PD Dispatch at (972) 780-3000 or call 911.

When calling, please provide as much information as possible about the location, date, time, and cause of the fire, as well as any property damage that occurred and any injuries that may have resulted from the fire. All fires that occur must be reported as soon as possible, including minor fires not requiring emergency response.

On Campus Student Housing Fire Statistics 2023, 2022, 2021

Location	Fire/ Fire Related	Date	Cause of Alarm	Number of Injuries	Number of Deaths	Value of Property
0	0	0	0	0	0	0

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UNT Dallas Main Campus Fire Drills 2023

Date	Time	
October 11, 2023 (Founders Hall)	2:45 pm	Planned and Performed
October 24, 2023 (DAL 1)	9:41 am	Planned and Performed
November 2, 2023 (Dal 1, Student Center)	3:00 pm	Planned and Performed

UNT Dallas College of Law Fire Drills 2023

Date	Time	
November 28, 2023	3:302 pm	Planned and Performed

UNT Dallas College of Law Shelter In Place Drills 2023

Date	Time	
December 18, 2023	8:301 am	Planned and Performed

Fire Prevention and Security

Life Threatening/Serious Situations and Responses

Fires in Buildings, Grounds, & Automobiles

1. Call the appropriate college official at the location.
2. Clearly identify the location of the incident.
 - a. Building name
 - b. Physical location on campus
 - c. Room or area where fire is located
4. Evacuate the area.
5. Check the evacuation signs posted in the hallway and follow the Exit.
6. Gather in Parking Lot.
7. Call the Fire Department.
8. Remain in Parking Lot.
9. Return to the building when the Fire Department has indicated that it is safe.

Campus Fire Prevention

Everyone should exercise good judgment and conduct themselves in a manner that would prevent fires while on UNT Dallas property. No one should smoke in areas where “No Smoking” signs are posted, or where hazard from smoking exists.

If a fire should occur, contact your supervisor/instructor or the UNT Dallas PD. Stay calm. If the fire is small, select the proper extinguisher and attack the fire (if this can be done safely). The

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following chart describes the different types of fires normally encountered and the proper extinguisher to use in each case.

TYPES OF FIRES	TYPES OF EXTINGUISHERS & AGENTS
Ordinary Combustible Materials (Paper, Wood, & Trash)	Water (Preferred) & Multi-purpose
Flammable Liquid & Gases (Gasoline, Natural Gas, & Lube Oils)	Dry Chemical (Preferred) & Carbon Dioxide
Electrical (Electronic Instruments & Switchgear Installation)	Carbon dioxide (Preferred) & Dry Chemical

Storage of Flammable Liquids

Metal containers and/or safety cans equipped with flame arresters and spring actuated caps should be used for the storage and handling of all flammable liquids with a flashpoint of less than 100-degree F.

Solvents, Chemicals & Chemical Cleaning, Water Treatment Rule

All chemicals and solvents are treated as potential hazards from initial delivery to ultimate use and always require the use of safe practices. Anyone handling flammable liquids or chemicals of any type should wear appropriate protective clothing and will comply with industry safe practices and the safety instructions on the container label regarding both the use and storage of these materials. Chemicals and materials with toxic fumes are to be used only in well-ventilated areas.

Responsibility

It is the responsibility of everyone to be aware of the hazards related to the use of solvents, chemical cleaning materials, and other chemicals and to enforce the rules related to their use. Hazards to be considered when using solvents, chemical cleaning materials, and other chemicals are:

- Contact with a hazardous material can cause skin rash or dermatitis, corrosive burns, or eye damage.
- Potential explosive or fire hazard.
- The danger of ingestion of a poisonous, corrosive, or hazardous substance through the mouth or absorbed through the skin.
- The inhalation of a volatile solvent, gas or toxic dust which may produce asphyxiation, intoxication, or damage to mucous membrane and internal organs.

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First Aid

First aid procedures vary depending on the chemical nature of the materials in question. Follow the instructions on the container label.

If an individual should encounter solvent or chemicals in the eyes or on the skin, the affected area should be irrigated for a minimum of fifteen (15) minutes. If anyone ingests chemical materials or is splashed with hazardous material and irrigation facilities are not available, they should immediately be referred to a hospital emergency room.

Resources

UNT Dallas & College of Law Campus Resources (non-confidential)

UNT Dallas PD

chief@untdallas.edu

Phone: (972) 780-3000

7300 University Hills Blvd.

Dallas, TX 75241

Founders Hall, Suite 135

UNT Dallas Police Department (College of Law) (non-confidential)

Security Desk at College of Law

(214) 591-4811

Downtown Dallas, Inc. Security

(214) 741-1151

Dean of Students Office (Dallas) (non-confidential)

deanofstudents@untdallas.edu

Phone: (972) 338-1775

7300 University Hills Blvd.

Dallas, TX 75241

Student Center, Second Floor

Dean of Students Office (College of Law) (non-confidential)

(214) 243-1788

106 S. Harwood St.

Dallas, TX 75201

Fourth Floor, Suite 430

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Title IX Coordinator (non-confidential)

TitleIX@untdallas.edu

Phone: 817-735-5919

https://cm.maxient.com/reportingform.php?UNTDallas&layout_id=3

7300 University Hills Blvd.

Dallas, TX 75241

DAL 1, Suite 356

Counseling and Wellness Center (Dallas) (confidential)

Counseling.Wellness@untdallas.edu

Phone: (972) 338-1816

7300 University Hills Blvd.

Dallas, TX 75241

Student Center, Suite 1085

Counseling and Wellness Center (College of Law) (confidential)

COLCounseling.Wellness@untdallas.edu

Phone: (214) 243-1789

106 S. Harwood St.

Dallas, TX 75201

Fourth Floor, Suite 430

Texas Lawyers' Assistance Program (TLAP)

Toll Free 24/7: 1 (800) 343-8527

Student Health Clinic (confidential)

UNTStudentHealthClinic@untdallas.edu

Phone: (972) 338-1793

7300 University Hills Blvd.

Dallas, TX 75241

Student Center, Suite 0026

Disability Services (non-confidential)

UNTDdisability@untdallas.edu

Phone: (972) 338-1787

7300 University Hills Blvd.

Dallas, TX 75241

Student Center, Suite 1104

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Veterans Success Center (non-confidential)

VSC@untdallas.edu

Phone: (972) 338-1786

7300 University Hills Blvd.

Dallas, TX 75241

Student Center, Second Floor

Office of Equal Opportunity (non-confidential)

hqs.eo@untsystem.edu

Phone: (972) 338-1125

Residential Life (non-confidential)

Reslife@untdallas.edu

Phone: (972) 338-1626

7300 University Hills Blvd.

Dallas, TX 75241

Wisdom Hall

Risk Management (non-confidential)

AskRiskManagement@untdallas.edu

Phone: (972) 338-1829

7400 University Hills Blvd.

Dallas, TX 75241

Founders Hall

C.A.R.E Team

https://cm.maxient.com/reportingform.php?UNTDallas&layout_id=1

Phone: (972) 338-1781

Community Resources

Catholic Charities of Dallas

<https://www.ccdallas.org/>

(214) 520-6590

Dallas Area Rape Crisis Center

<https://dallapecrisis.org/services-2>

972-641-RAPE (7273)

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Dallas County Sheriff's Department

<https://www.dallascounty.org/departments/sheriff/>

Emergency: 911

Non-emergency: (214) 749-8641

Dallas Police Department

<https://dallaspolice.net/>

Emergency: 9-1-1

Non-emergency: (214) 671-4500

Department of Education, Office of Civil Rights

<http://www2.ed.gov/about/offices/list/ocr/index.html>

(214) 661-9600

Department of Justice

<http://www.justice.gov/ovw/sexual-assault>

(202) 514-2000

The Family Place

<https://familyplace.org/>

(214) 941-1991

Genesis Women's Shelter

<https://www.genesisshelter.org/>

(214) 946-4357

Parkland VIP Rape Crisis Center

<https://www.parklandhealth.org/contact-vip-rape-crisis-center>

(214)-590-2926

24-hr. hotline: (214) 590-0430

The Resource Center

<https://www.myresourcecenter.org>

(214) 540-4492

Rape, Abuse, and Incest National Network (RAINN)

<https://rainn.org>

1-800-656 (HOPE)

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Request a Paper Copy

To request a paper copy of this report, please contact any of the following offices:

Dr. Maureen McGuinness

Title IX Coordinator

or

Larryisa Thomas

Deputy Title IX Coordinator

7300 University Hills Blvd.

DAL 1, Suite 356

Dallas, TX 75241

(817) 735-5919

Keisha Ware, J.D.

UNT Dallas College of Law, Assistant Dean

106 South Harwood, Suite 543

Dallas, TX 75201

Christopher Shaw

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