

1. – In accordance with its commitment to civil rights as set forth in the University Civil Rights Policy, the University of Dallas has established protocols to report complaints of violations of the University Civil Rights Policy.
2. – Relevant terms for implementation of this Policy are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
3. – The President of the University has the authority to adopt policies and procedures implementing this Policy.
4. Victims of Discrimination, Harassment and

- 4.2.2.1. In addition, the University will not take any disciplinary action against a Student enrolled at the University who in good faith reports to the University being the victim of, or a witness to, an incident of Sexual Harassment, Sexual Assault, Dating Violence, or Stalking for a violation of the University's code of conduct occurring at or near the time of the incident, regardless of the location at which the incident occurred or the outcome of the University's disciplinary process regarding the incident, if any.
  - 4.2.2.2. Also, the University will not discipline or otherwise discriminate against an Employee who in good faith makes a report of Sexual Harassment, Sexual Assault, Dating Violence, or Stalking or cooperates with an investigation, a disciplinary process, or a judicial proceeding relating to a report of Sexual Harassment, Sexual Assault, Dating Violence, or Stalking made by the Employee.
  - 4.2.2.3. The amnesty provided in Section 4.2.2, 4.2.2.1, and 4.2.2.2 does not apply to a person who perpetrates or assists in the perpetration of the incident in violation of the University Civil Rights Policy.
    - 4.2.2.3.1. The amnesty provided in Section 4.2.2.2 does not apply to an Employee who cooperates with an investigation, a disciplinary process, or a judicial proceeding relating to an allegation that the Employee perpetrated an incident of Sexual Harassment, Sexual Assault, Dating Violence, or Stalking.
  - 4.2.2.4. The University may investigate to determine whether a report was made in good faith. A determination by the Civil Rights Coordinator that a Reporting Party or other person is entitled to the amnesty provided in Section 4.2.2, 4.2.2.1, or 4.2.2.2 is final and may not be revoked.
- 4.3. Each victim is entitled to report an incident to the University and to receive a prompt and equitable resolution of the report. Once an individual alerts the University of an alleged violation of the University Civil Rights Policy, they will be provided with written information – including this Policy – of their rights, reporting options and support resources. Individuals may also access this information upon request without disclosing any facts related to an incident.

4.3.1. The President of the University shall designate an option for Students and Employees to electronically report to the University an allegation that a violation of the University Civil Rights Policy

- 6.2.1. an incident in which the Employee was a victim of Sexual Harassment, Sexual Assault, Dating Violence, or Stalking;
- 6.2.2. an incident in which the Employee received information due to a disclosure made at a Sexual Harassment, Sexual Assault, Dating Violence, or Stalking public awareness event sponsored by the University or by a student organization affiliated with the University; or
- 6.2.3. a Sexual Harassment, Sexual Assault, Dating Violence, or Stalking incident in which the Employee has eitshaoDa(o) -0.2 03o(o) -491C



7.3.2. – Reports alleging abuse of a minor must be reported to local law enforcement or to the Department of Child Protective Services in accordance with Texas law.

7.3.3. – In the interest of public and personal safety, Confidential Reporters must report any allegation of conduct that poses imminent risk of harm to another individual or to the University Community immediately to the University Police or to other local law enforcement.

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– An alleged victim may request that their identity not be disclosed or that a Complaint not be formally pursued by the University. The University will take all reasonable steps to comply with a request for confidentiality so long as doing so will not prevent the University from responding to the Complaint effectively.

8.1. The Civil Rights Coordinator will inform the alleged victim that a request for Confidentiality may limit the University's ability to respond, including pursuing disciplinary action against the accused. The Civil Rights Coordinator will also inform the alleged victim that University Policy includes protections against Retaliation.

8.2. In determining whether the alleged victim's request not to investigate will be granted, the Civil Rights Coordinator will consider:

8.2.1. The seriousness / nature of the allegation.

8.2.2. Whether the alleged behavior or conduct presents a threat to individuals other than the alleged victim.

8.2.3. Whether effective measures can be put in place to protect the alleged victim against continued physical or psychological harm or retaliation;

8.2.4. Whether delaying an investigation could reasonably result in the destruction or deterioration of potential evidence to corroborate or refute the allegation;

8.2.5. Whether the University has received other reports allegedly committed by the same individual(s); and



