



UNIVERSITY OF HOUSTON SYSTEM
UNIVERSITY OF HOUSTON

HOUSTON, TEXAS 77204-2028

Office of Compliance and Ethics

Phone: 713-743-7613

To UHS Faculty and Staff:

As a result of SB 212 and HB 1735, new legislation that was recently passed by the Texas legislature, we have modified our [Sexual Misconduct Policy \(SAM 01.D.08\)](#) to comply with the requirements of this new legislation. It is important for all faculty and staff to understand these important changes.

Highlighted Changes:

Reporting Requirement – All employees who witness or receive information concerning incidents of sexual harassment, sexual assault, dating violence, or stalking by or against an enrolled student or an employee have a **duty to promptly report** the incident to the University's Title IX Coordinator. This duty applies to administrators, faculty and staff, except for those with specific confidentiality obligations.

Termination – In accordance with the law, our policy now reflects that the University must terminate an employee, *including tenured faculty*, who is found to have failed to satisfy the mandatory reporting requirement.

Criminal Penalties – Under Texas law, the failure of an employee to report incidents of sexual misconduct, as required, or who knowingly makes a false report, will be considered a misdemeanor criminal offense, effective January 1, 2020.

What is considered sexual misconduct? A range of non-consensual sexual activity or unwelcome behavior of a sexual nature, including sexual harassment, non-consensual sexual contact, sexual assault, sexual exploitation, sexual intimidation, stalking, and intimate partner violence.

Confidential Resources – The University has designated certain employees with whom students may speak confidentially, and students have been notified of this resource. In addition, the University may designate certain enrolled students as student advocates to whom students may speak confidentially concerning sexual misconduct.

Retaliation -- The University takes reports of sexual misconduct very seriously and will not tolerate retaliation against those who make such reports or participate in the investigation or adjudication process.

Reporting – To make a report of sexual misconduct, you may contact the Title IX Coordinator at (713) 743-8835, via email at eos@uh.edu, online through the [Sexual Misconduct Reporting Form](#), or anonymously through the [Fraud & Non-Compliance Hotline](#). In addition to the UH System reporting options, university may also report directly to their respective Title IX Coordinators.

University of Houston – Main
Toni Sanchez Benoit
Interim Title IX Coordinator
(713) 743-8835

University of Houston – Downtown
Erika Harrison
Title IX Coordinator
(713) 221-5771

University of Houston – Clear Lake
Scott Richardson
Title IX Coordinator
(281) 283-2305

University of Houston – Victoria
Rebecca Lake
Title IX Coordinator
(361) 570-4835

Thank you for your continued cooperation in creating a safe campus environment. If you have any questions about this notice, you may contact [Equal Opportunity Services](#) for assistance.

Sincerely,

Susan Koch, J.D., CCEP
Chief Compliance Officer
Office of Compliance and Ethics
University of Houston