

## Chief Executive Officer Report

TO: **University of Houston System – Board of Regents**  
VIA: Toni Sanchez Benoit, Assistant VC/VP, Equal Opportunity Services  
FROM: **Chancellor Renu Khator**, Chief Executive Officer, University of Houston System  
DATE: August 17, 2020  
RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code § 51.253(c)

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Under the Texas Education Code (TEC), Section 51.253(c), the institution’s Chief Executive Officer is required to submit a data report at least once during each fall or spring semester to the institution’s governing body and post on the institution’s website a report concerning the reports employees received under the TEC, Section 51.252, where the type of incident described in the employee’s report constitutes “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined in the TEC, Section 51.251, and any disciplinary actions taken under TEC, Section 51.255.

For the purpose of complying with the Chief Executive Officer’s reporting requirements under the TEC, Section 51.253(c), the attached summary data reports<sup>1</sup> (Appendices A-D) includes all of the required reporting information to the **University of Houston System – Board of Regents** for the first two quarters of the 2020 calendar year, as of **June 30, 2020**. The reports received may be applicable in multiple reporting categories, and therefore, the summary data in the categories may not add up to the totals of other categories.

The summary data report will also be posted on each campus’s Title IX webpage per the public reporting requirements under the TEC, Section 51.253(c).

Note: Any additional reports received by the Title IX Coordinator that do not meet the required reporting criteria in the TEC have been omitted.

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<sup>1</sup> When identifiable, duplicate reports were consolidated and counted as one report in the summary data. Confidential employee reporting is noted as a sub-set to the total number of reports received.

**Appendix A: University of Houston  
Summary Data Report  
January 1, 2020 – June 30, 2020**

<b>Texas Education Code, Section 51.252</b>	
<b>Number of reports received under Section 51.252</b>	<b>177</b>
Number of confidential reports under Section 51.252	29
<b>Number of formal investigations conducted under Section 51.252*</b>	<b>4</b>
<b>Disposition of any disciplinary processes for reports under Section 51.252:</b>	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	1
c. Concluded, with Student Disciplinary Sanction	1
d. Pending formal investigation	2
e. <b>SUBTOTAL</b>	<b>4</b>
<b>Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:</b>	
a. Unidentified or unaffiliated respondent	74
b. Confidential report (unidentified complainant)	29
c. Insufficient information to investigate	6
d. Complainant requested no investigation	11
e. Other administrative closure or informal resolution	49
f. Preliminary investigation pending	4
g. <b>SUBTOTAL</b>	<b>173</b>

\* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

<b>Texas Education Code, Section 51.255</b>	
<b>Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)</b>	<b>1</b>
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	1
b. Institutional intent to termination, in lieu of employee resignation	--

**Appendix B: University of Houston-Clear Lake  
Summary Data Report  
January 1, 2020 – June 30, 2020**

<b>Texas Education Code, Section 51.252</b>	
<b>Number of reports received under Section 51.252</b>	<b>10</b>
Number of confidential reports under Section 51.252	0
<b>Number of formal investigations conducted under Section 51.252*</b>	<b>0</b>
<b>Disposition of any disciplinary processes for reports under Section 51.252:</b>	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	--
c. Concluded, with Student Disciplinary Sanction	--
d. Pending formal investigation	--
e. <b>SUBTOTAL</b>	--
<b>Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:</b>	
a. Unidentified or unaffiliated respondent	5
b. Confidential report (unidentified complainant)	--
c. Insufficient information to investigate	3
d. Complainant requested no investigation	1
e. Other administrative closure or informal resolution	1
f. Preliminary investigation pending	--
g. <b>SUBTOTAL</b>	<b>10</b>

\* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

<b>Texas Education Code, Section 51.255</b>	
<b>Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)</b>	<b>0</b>
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--

**Appendix C: University of Houston-Downtown  
Summary Data Report  
January 1, 2020 – June 30, 2020**

<b>Texas Education Code, Section 51.252</b>	
<b>Number of reports received under Section 51.252</b>	<b>58</b>
Number of confidential reports under Section 51.252	7
<b>Number of formal investigations conducted under Section 51.252*</b>	<b>2</b>
<b>Disposition of any disciplinary processes for reports under Section 51.252:</b>	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	--
c. Concluded, with Student Disciplinary Sanction	2
d. Pending formal investigation	--
e. <b>SUBTOTAL</b>	<b>2</b>
<b>Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:</b>	
a. Unidentified or unaffiliated respondent	38
b. Confidential report (unidentified complainant)	7
c. Insufficient information to investigate	2
d. Complainant requested no investigation	2
e. Other administrative closure or informal resolution	2
f. Preliminary investigation pending	--
g. <b>SUBTOTAL</b>	<b>51</b>

\* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

<b>Texas Education Code, Section 51.255</b>	
<b>Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)</b>	<b>0</b>
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--

**Appendix D: University of Houston-Victoria  
Summary Data Report  
January 1, 2020 – June 30, 2020**

<b>Texas Education Code, Section 51.252</b>	
<b>Number of reports received under Section 51.252</b>	<b>15</b>
Number of confidential reports under Section 51.252	5
<b>Number of formal investigations conducted under Section 51.252*</b>	<b>1</b>
<b>Disposition of any disciplinary processes for reports under Section 51.252:</b>	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	--
c. Concluded, with Student Disciplinary Sanction	--
d. Pending formal investigation	1
e. <b>SUBTOTAL</b>	<b>1</b>
<b>Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:</b>	
a. Unidentified or unaffiliated respondent	8
b. Confidential report (unidentified complainant)	5
c. Insufficient information to investigate	1
d. Complainant requested no investigation	--
e. Other administrative closure or informal resolution	--
f. Preliminary investigation pending	--
g. <b>SUBTOTAL</b>	<b>14</b>

\* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

<b>Texas Education Code, Section 51.255</b>	
<b>Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)</b>	<b>0</b>
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--

## Appendix E: Glossary

<p><b>Number of reports received under Section 51.252</b></p>	<p>Reports made by students and all other non-employees (including incidents under 3.5(d)(3)) are excluded from Appendices A and B. Additionally, if a Title IX Coordinator determines that the type of incident described in a report, as alleged, does not constitute “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined in the TEC, Section 51.251, the report is excluded from Appendices A and B. It is the responsibility of the Title IX Coordinator to assess each report received and determine whether it is properly included in this report, and if so, to correctly identify the type of incident.</p>
<p><b>Number of confidential reports under Section 51.252</b></p>	<p>“Number of confidential reports” is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office (e.g., Student Counseling Services or Student Health Services).</p>
<p><b>Disposition of any disciplinary processes for reports under Section 51.252</b></p>	<p>“Disposition” means “final result under the institution’s disciplinary process” as defined in the Texas Higher Education Coordinating Board’s (THECB) rules for the TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed until the final result is rendered.</p>
<p><b>Formal Investigation</b></p>	<p>Per the UH-System Policy, a formal investigation is initiated when the complainant or University files a formal complaint against the respondent.</p>
<p><b>No Finding of Policy Violation</b></p>	<p>“No Finding of a Policy Violation” refers to instances where there is no finding of responsibility after a formal investigation and an appeal process.</p>
<p><b>Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process</b></p>	<p>The institution may have determined “not to initiate a disciplinary process.” The reasons for not initiating a discipline process can include, but are not limited to: administrative closure; insufficient information to investigate; confidential employee reporting (no identifiable information); the respondent’s identity was unknown or not reported; the respondent was not university-affiliated; the complainant requested the institution not investigate the report; informal resolution was completed; the investigation is ongoing; or the formal investigation was completed with a preponderance of evidence not met.</p>