

Chief Executive Officer Report

TO: **University of Houston System – Board of Regents**
VIA: Rebecca Lake, Assistant VC/VP, Equal Opportunity Services
FROM: **Chancellor Renu Khator**, Chief Executive Officer, University of Houston System and University of Houston
President Loren Blanchard, Chief Executive Officer, University of Houston-Downtown
President Bob Glenn, Chief Executive Officer, University of Houston-Victoria
President Richard Walker, Chief Executive Officer, University of Houston-Clear Lake
DATE: August 8, 2025
RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code § 51.253(c)

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 that 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 reports¹ (Appendices A-E) include all of the required reporting information to the **University of Houston System – Board of Regents** for the time period of **July 1, 2024 through June 30, 2025**.

The summary data report will also be posted on each campus’ 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. A glossary is included in Appendix F.

¹ When identifiable, duplicate reports were consolidated and counted as one case 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 System
Summary Data Report
July 1, 2024 – June 30, 2025

Texas Education Code, Section 51.252	
Number of reports* received under Section 51.252	12
Number of confidential reports under Section 51.252	--
Number of formal investigations conducted under Section 51.252**	--
Disposition of any disciplinary processes for reports under Section 51.252:	1
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. SUBTOTAL	1
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	11
a. Unidentified or unaffiliated respondent	3
b. Confidential report (unidentified complainant)	--
c. Insufficient information to investigate	8 (1)
d. Complainant requested no investigation	--
e. Other administrative closure or informal resolution	--
f. Preliminary investigation pending	--

* Cases above include consolidated cases featuring multiple incoming reports.

** 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.

Cases in “()” were reported in a previous annual report but concluded in the current year.

Confidential reports may be duplicate reports as party identity cannot be compared.

Texas Education Code, Section 51.255	
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)	--
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	Not applicable
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--

Appendix B: University of Houston
Summary Data Report
July 1, 2024 – June 30, 2025

Texas Education Code, Section 51.252		
Number of reports* received under Section 51.252	529	
Number of confidential reports under Section 51.252	71	
Number of formal investigations conducted under Section 51.252**	11	(8)
Disposition of any disciplinary processes for reports under Section 51.252:	--	
a. Concluded, No Finding of Policy Violation	4	(8)
b. Concluded, with Employee Disciplinary Sanction	--	
c. Concluded, with Student Disciplinary Sanction	--	
d. Pending formal investigation	7	
e. SUBTOTAL	11	(8)
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	518	(7)
a. Unidentified or unaffiliated respondent	228	(1)
b. Confidential report (unidentified complainant)	71	
c. Insufficient information to investigate	204	(6)
d. Complainant requested no investigation	--	
e. Other administrative closure or informal resolution	8	
f. Preliminary investigation pending	7	

* Cases above include consolidated cases featuring multiple incoming reports.

** 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.

Cases in “()” were pending in a previous report and concluded in the current reporting year.

Confidential reports may be duplicate reports as party identity cannot be compared.

Texas Education Code, Section 51.255	
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)	2
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	Not applicable
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--
c. Pending investigation	1

Appendix C: University of Houston-Clear Lake
Summary Data Report
July 1, 2024 – June 30, 2025

Texas Education Code, Section 51.252	
Number of reports* received under Section 51.252	68
Number of confidential reports under Section 51.252	10
Number of formal investigations conducted under Section 51.252**	--
Disposition of any disciplinary processes for reports under Section 51.252:	--
f. Concluded, No Finding of Policy Violation	--
g. Concluded, with Employee Disciplinary Sanction	--
h. Concluded, with Student Disciplinary Sanction	--
i. Pending formal investigation	--
j. SUBTOTAL	--
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	68
g. Unidentified or unaffiliated respondent	35
h. Confidential report (unidentified complainant)	10
i. Insufficient information to investigate	11
j. Complainant requested no investigation	8
k. Other administrative closure or informal resolution	4
l. Preliminary investigation pending	--

* Cases above include consolidated cases featuring multiple incoming reports.

** 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.

Confidential reports may be duplicate reports as party identity cannot be compared.

Texas Education Code, Section 51.255	
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)	--
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	Not applicable
d. Employee termination	--
e. Institutional intent to termination, in lieu of employee resignation	--
f. Pending investigation	--

Appendix D: University of Houston-Downtown
Summary Data Report
July 1, 2024 – June 30, 2025

Texas Education Code, Section 51.252	
Number of reports* received under Section 51.252	105
Number of confidential reports under Section 51.252	13
Number of formal investigations conducted under Section 51.252**	--
Disposition of any disciplinary processes for reports under Section 51.252:	--
k. Concluded, No Finding of Policy Violation	--
l. Concluded, with Employee Disciplinary Sanction	--
m. Concluded, with Student Disciplinary Sanction	--
n. Pending formal investigation	--
o. SUBTOTAL	--
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	105
m. Unidentified or unaffiliated respondent	62
n. Confidential report (unidentified complainant)	13
o. Insufficient information to investigate	28
p. Complainant requested no investigation	1
q. Other administrative closure or informal resolution	--
r. Preliminary investigation pending	1

* Cases above include consolidated cases featuring multiple incoming reports.

** 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.

Confidential reports may be duplicate reports as party identity cannot be compared.

Texas Education Code, Section 51.255	
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)	--
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	Not applicable
g. Employee termination	--
h. Institutional intent to termination, in lieu of employee resignation	--
i. Pending investigation	--

Appendix E: University of Houston-Victoria
Summary Data Report
July 1, 2024 – June 30, 2025

Texas Education Code, Section 51.252	
Number of reports* received under Section 51.252	22
Number of confidential reports under Section 51.252	--
Number of formal investigations conducted under Section 51.252**	1
Disposition of any disciplinary processes for reports under Section 51.252:	--
p. Concluded, No Finding of Policy Violation	--
q. Concluded, with Employee Disciplinary Sanction	--
r. Concluded, with Student Disciplinary Sanction	--
s. Pending formal investigation	1
t. SUBTOTAL	1
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	21
s. Unidentified or unaffiliated respondent	14
t. Confidential report (unidentified complainant)	--
u. Insufficient information to investigate	4
v. Complainant requested no investigation	--
w. Other administrative closure or informal resolution	3
x. Preliminary investigation pending	--

* Cases above include consolidated cases featuring multiple incoming reports.

** 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.

Confidential reports may be duplicate reports as party identity cannot be compared.

Texas Education Code, Section 51.255	
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)	--
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	Not applicable
j. Employee termination	--
k. Institutional intent to termination, in lieu of employee resignation	--
l. Pending investigation	--

Appendix F: Glossary

Number of reports received under Section 51.252	Reports made by students and all other non-employees (including incidents under 3.5(d)(3)) are excluded from Appendices A through E. 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 through E. 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.
Number of confidential reports under Section 51.252	“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).
Disposition of any disciplinary processes for reports under Section 51.252	“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.
Formal Investigation	Per the UH-System Policy, a formal investigation is initiated when the complainant or University files a formal complaint against the respondent.
No Finding of Policy Violation	“No Finding of a Policy Violation” refers to instances where there is no finding of responsibility based on either a formal complaint dismissal or the completion of a formal investigation, as well as the appeal process.
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	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 complainant 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; or the investigation is ongoing.