

Purpose

Schreiner University is committed to maintaining a learning environment that is free from inappropriate conduct based on gender. As required by Title IX, the University does not discriminate on the basis of sex in its education programs and activities, and it encourages any student or employee who thinks that he or she has been subjected to sex discrimination, sexual harassment (including sexual violence) or sexual misconduct by another student, member of the faculty or staff, or campus visitor or contractor, to immediately report the incident to any of the individuals or offices listed below.

Scope

This policy is a University policy that applies to all administrators, faculty, staff, students and visitors. The Institutional Title IX Coordinator will be responsible for the oversight of this policy.

Where to Report

Students, employees, faculty, campus visitors and contractors may directly report incidents of sex discrimination, sexual harassment (including sexual violence) and sexual misconduct to any of the Title IX coordinators listed below.

Institutional Title IX Coordinator

Dr. Charlie McCormick
Tom Murray Building
Provost & Vice President for Academic Affairs
(830) 792-7371
ctmccormick@schreiner.edu

Deputy Title IX Coordinator/Investigator

Dr. Charles Hueber
Dean of Students
(830) 792-7278
cmhueber@schreiner.edu

Deputy Title IX Coordinator/Investigator

Wendy L. Blaettner, PHR
Director of Human Resource Services
(830) 792-7375
wblaettner@schreiner.edu

Deputy Title IX Coordinator/Investigator

Danny Flores
Director of Campus Security
(830)739-1111
dflores@schreiner.edu

Referral Responsibility

Any member of the University community may report incidents of sex discrimination and sexual harassment to a Deputy Title IX Coordinator/Investigator.

Complaints or allegations of student-on-student sex discrimination, sexual harassment (including sexual violence) or sexual misconduct will be referred to the Dean of Students and the Director of Security.

Complaints of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct by non-students will be referred to the Director of Human Resource Services and the Director of Security.

For immediate assistance, students may contact the University Campus Security office at Security Office 830-739-1111 (non- emergency) or 911 (emergency).

Students may also contact the U.S. Department of Education, Office for Civil Rights to complain of sex discrimination or sexual harassment including sexual violence; see: <http://www.hhs.gov/ocr/civilrights/complaints/index.html>

Employees

Responsible Employees and Campus Security Authorities

Under Title IX, certain employees on campus may be designated Responsible Employees. These employees are obligated to report sexual harassment and sexual violence to the Title IX Coordinator. Responsible Employees include any employees who have the authority to take action to redress the harassment, who have the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees, or an individual whom a student could reasonably believe has this authority or responsibility which include, but are not limited to:

- Vice Presidents, Deans, Department Chairs, Directors and Coaches
- Assistant or Associate Vice Presidents and Deans
- Any employee in a supervisory or management role
- Any faculty/staff member responsible for supervising any activities or programs that include direct contact with students outside of classroom (including faculty advisors to recognized student organizations)
- Campus Security Officers and any contracted security personnel

Responsible Employees will inform the complainant of the employee's obligation to report the names of the complainant and the accused involved in the alleged misconduct, as well as relevant facts regarding the alleged incident; the complainant's option to request that the University maintain his or her confidentiality, which the Title IX coordinator will consider; and the complainant's ability to share the information confidentially with counseling, advocacy, health, mental health, or sexual-assault-related services.

Similarly, under the Clery Act, crimes should be reported to Campus Security Authorities (CSAs). CSAs on campus include Campus Security Officers and any contracted security personnel; any individual or individuals who have responsibility for campus security but who do not constitute a Campus Security Officer or contracted security personnel (for example, an individual who is responsible for monitoring the entrance into Schreiner University buildings); and any employee who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. All of the individuals identified above as Responsible Employees are also Campus Security Authorities for the purpose of this policy.

The Counseling Center and the Campus Minister are considered confidential reporting sources and are not required to report sexual harassment or discrimination so long as an employee is working in their professional capacity as a counselor and/or minister when the reporting occurs.

Definitions

- a) "Actor" means the person alleged to have committed a sexual assault.
- b) "Another" means a person other than the actor.
- c) "Coercion" means unreasonable pressure for sexual activity.
- d) "Consent" means assent in fact, whether express or apparent, by all of the involved parties to engage in the same sexual activity at the same time.
- e) "Force" means the use of physical violence and/or imposing on someone physically to gain sexual access.
- f) "Incapacitation" means a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent.
- g) "Minor" means a person younger than seventeen (17) years of age.

Consent

An individual's manner of dress or the existence of a current or past dating relationship between two or more individuals does not, in and of itself, constitute consent to engage in a particular sexual activity. Consent is informed and voluntary and can be revoked at any time and for any reason. However, there are certain instances where an individual cannot give consent to participate in a sexual act.

The following illustrate some of those instances:

- 1. The actor compels another to submit to or participate in a sexual act by the use of physical force or violence against the other person.
- 2. The actor compels another to submit to or participate in a sexual act by threatening to use force or violence against the other person.
- 3. The person has not consented to the sexual act and the actor knows the other person is unconscious or physically unable to resist.
- 4. The actor knows that the other person is, at the time of the sexual act, incapable of either appraising the nature of the act or of resisting it.
- 5. The other person has not consented to the sexual act and the actor knows the other person is unaware that the sexual act is occurring.
- 6. The actor or another has intentionally impaired the other person's power to appraise or control the other person's conduct by administering any substance without the other person's knowledge.
- 7. The actor compels the other person to submit to or participate in a sexual act by threatening to use force or violence against any other person.
- 8. The individual is under the age of seventeen (17) and is not the spouse of the actor.

Use of Drugs and Alcohol

The fact that an actor accused of sexual assault was under the influence of drugs or alcohol at the time of the assault will not diminish the actor's responsibility for a violation of the Title IX policy, nor shall being under the influence of alcohol or drugs be construed as an invitation to or as implied consent for unwanted sexual advances.

Sex Discrimination

Sex discrimination, including sexual harassment, is conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects the individual's or group's employment or education on account of sex. Sex discrimination includes the following acts:

a) Sexual Harassment.

Sexual harassment is a form of sex discrimination that may occur when:

1. Unwelcome conduct of a sexual nature includes but is not limited to:
 - unwelcome physical conduct of a sexual nature, or to unwelcome requests for sexual favors or other verbal conduct of a sexual nature, is made an implicit or explicit term or condition of employment or education;
 - unwelcome physical conduct of a sexual nature, or unwelcome requests for sexual favors or other verbal conduct of a sexual nature, is used as a basis for academic or employment decisions or evaluations;
 - unwelcome physical acts of a sexual nature, or unwelcome requests for sexual favors or other verbal conduct of a sexual nature, have the effect of creating an objectively hostile environment that substantially interferes with employment or education on account of sex; or
 - such conduct is intentionally directed towards a specific individual and has the purpose or effect of unreasonably interfering with that individual's education, employment, or participation in University activities, or creating an intimidating, hostile, or offensive atmosphere.
2. Physical conduct that, depending on the totality of the circumstances present, including frequency and severity, may constitute sexual harassment includes but is not limited to:
 - unwelcome intentional touching such as patting, hugging, or brushing against a person's body; or
 - deliberate physical interference with or restriction of movement
3. Verbal conduct, including oral, written, or symbolic expression, that depending on the totality of the circumstances present, including frequency and severity, may constitute sexual harassment includes but is not limited to:
 - explicit or implicit propositions to engage in sexual activity;
 - gratuitous comments, jokes, questions, anecdotes or remarks of a sexual nature about clothing or bodies;
 - gratuitous remarks about sexual activities or speculation about sexual experiences;
 - persistent, unwanted sexual or romantic attention;
 - subtle or overt pressure for sexual favors;
 - exposure to sexually suggestive visual displays such as photographs, graffiti, posters, calendars or other materials ;or
 - deliberate, repeated humiliation or intimidation based upon sex.

This policy only applies to verbal conduct that is not necessary to an argument for or against the substance of any political, religious, philosophical, ideological, or academic idea.

b) Sexual Violence.

Sexual violence is a form of sexual harassment. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability. Sexual violence, as defined under the Texas Penal Code includes rape, sexual assault, sexual battery, and sexual coercion.

c) Sexual Assault.

An actor commits a sexual assault if he/she intentionally or knowingly:

1. Causes the penetration of the anus or sexual organ of another person by any means, without that person's consent; or
2. Causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or
3. Causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor.

d) Sexual Exploitation

Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one or another sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to:

1. invasion of sexual privacy;
2. prostituting another person;
3. non-consensual video or audio-taping of sexual activity;
4. going beyond the boundaries of consent (such as others hiding in the closet to watch consensual sex);
5. engaging in voyeurism;
6. knowingly transmitting an STD or HIV to another person;
7. exposing one's genitals in non-consensual circumstances, including transmitting the images electronically; inducing another to expose their genitals, including transmitting the images electronically;
8. sexually-based stalking and/or bullying may also be forms of sexual exploitation.

e) Domestic Violence

Domestic violence includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law. It is defined as abuse committed against an adult or a minor who is a spouse or former spouse, cohabitant or former cohabitant, a person similarly situated under domestic or family violence law, anyone else protected under domestic or family violence law, or someone with whom the abuser has a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.

f) Dating Violence

Dating Violence occurs when a person who has been in a social, romantic or intimate relationship with the victim commits a violent act. Whether there was such relationship will be determined based on the reporting party's statement with consideration for the length, type, and frequency of interaction between the parties.

g) Stalking

Stalking is repeated or obsessive unwanted attention directed toward an individual or group that is likely to cause alarm, fear, or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring, and pursuing contact. Stalking may occur in person or through a medium of communication, such as letters, e-mail, text messages, or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

Consensual Relationships

Consensual romantic or sexual relationships between employees and students or superiors and subordinates are inappropriate and are therefore prohibited. Such relationships create conflicts of interest and appearances of impropriety that impair the integrity of academic or employment decisions. Should such a relationship develop, the employee or individual with the responsibility for the subordinate party is required to disclose its existence to an immediate supervisor and cooperate in making alternative arrangements for the supervision, evaluation, instruction, grading or advising of that person. In cases where an employee's spouse is a student or becomes a student at Schreiner, it is the responsibility of the employee to disclose this relationship to an immediate supervisor so that the student/spouse is not enrolled in any courses taught by the employee and/or is not supervised by the employee. When inappropriate relationships are discovered, the appropriate Vice President and/or Human Resource Services may investigate and determine on a case-by-case basis whether action should be taken. If taken, action may include counseling, warning, a letter of reprimand, and/or termination.

Sanctions

The University reserves the right to take whatever measures it deems necessary in response to an allegation of sexual misconduct in order to protect students' rights and personal safety. Such measures include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to the local police. Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the University reserves the right to impose different sanctions, ranging from verbal warning to expulsion or termination, depending on the severity of the offense. The University will consider the concerns and rights of both the complainant and the person accused of sexual misconduct.

Complaint Process

Informal Resolution

Informal resolution will not be used in cases of sexual violence, sexual assault, dating violence, domestic violence or stalking. Before pursuing the formal complaint process, every reasonable effort should be made to constructively resolve issues with faculty, staff, or administrators, including following procedures for formal appeal. Whenever possible and safe, the problem or complaint should first be discussed with the individual involved in the complaint. If satisfactory resolution is reached after discussion with the individual, the student, faculty or staff member should contact a Title IX Coordinator to confirm this resolution. If satisfactory resolution is not reached after discussion with the individual, the student, faculty or staff member should contact the individual's direct supervisor to attempt to resolve the complaint. If these efforts are unsuccessful, the formal complaint process may be initiated. The University does not require a student to contact the person involved or that person's supervisor if doing so is impracticable, or if the student believes that the conduct cannot be effectively addressed through informal means.

Formal Complaint Process

The Dean of Students Office is designated to formally investigate student complaints, address inquiries and coordinate the University's compliance efforts regarding student complaints and Human Resource Services is designated to formally investigate employee complaints, address inquiries and coordinate the University's compliance efforts regarding employee complaints. Notice of a formal complaint can be made in person or orally to an appropriate official, but the University strongly encourages submission of complaints in writing, by email attachment as a MS Word or pdf document to the appropriate Title IX Coordinator.

The complaint should clearly and concisely describe the alleged incident(s), when and where it occurred, and the desired remedy sought. The complaint should be signed by the initiator or, in the case of an email submission, sent as an email attachment, in letter format and should contain the name and all contact information for the complainant. Any supporting documentation

and evidence should be referenced within the body of the formal complaint. Additionally, the initiator of a formal complaint should submit any supporting materials in writing as quickly as is practicable.

Upon receipt of a complaint the appropriate office will open a formal case file and assign a case officer who will direct the investigation and confer with the Title IX Coordinator on interim action, accommodations for the alleged victim, or other necessary remedial short-term actions.

The case officer will then take the following steps:

1. In coordination with the campus Title IX Coordinator, initiate any necessary remedial actions;
2. Determine the identity and contact information of the complainant (whether that be the initiator, the alleged victim, or a University proxy or representative);
3. Identify the correct policies allegedly violated;
4. Conduct an immediate initial investigation to determine whether it is more likely than not that a violation of University policy took place, and what policy violations should be alleged as part of the complaint;
5. If there is insufficient evidence to support a finding that it is more likely than not that a violation took place, the complaint should be closed with no further action;
6. Meet with the complainant to finalize the complaint and
7. Prepare the notice of charges on the basis of the initial investigation;
8. If there is sufficient evidence to support continuing with an investigation, commence a thorough, reliable and impartial investigation by developing a strategic investigation plan, including a witness list, evidence list, intended timeframe, and order of interviews for all witnesses and the accused individual, who will be given notice prior to the interview;
9. Advise both the complainant and the accused party of their right to have an advisor of their choice present at meetings and hearings related to the investigation. Notify both parties that an advisor may not participate in meetings or hearings;
10. Give both the accused party and the complainant the right to present evidence and witnesses;
11. Complete the investigation promptly, and without unreasonable deviation from the intended timeline;
12. Make a finding, based on a preponderance of the evidence (whether a policy violation is more likely than not);
13. Present the findings to both the complainant and the accused individual within the same timeframe. The parties may choose to accept the findings, accept the findings in part and reject them in part, or may reject all findings;

Where the accused individual is found not responsible for the alleged violation(s), the investigation should be closed. Where the accused individual accepts the finding that s/he violated University policy, the Dean of Students or Director of Human Resource Services will impose appropriate sanctions for the violation, after consultation with the Title IX Coordinator. In the event that an accused individual accepts the findings of the investigation, those findings cannot be appealed. Sanctions imposed post-investigation can be appealed by any party according to the procedures outlined, below. Post-hearing, any party may appeal the findings and/or sanctions only under the grounds described below.

Hearing Process

In the event that the accused or complainant rejects the findings in part or entirely, the Dean of Students or Director of Human Resource Services will convene a Title IX Hearing Committee

under its respective procedures to determine whether the accused student or employee is in violation of the contested aspects of the complaint. At the hearing, the findings of the investigation will be admitted, but are not binding on the decider(s) of fact.

The case officer(s) may give evidence and present witnesses on behalf of both the complainant and accused. The hearing will determine whether it is more likely than not that the accused individual violated the policies forming the basis of the charge. The goal of the hearing is to provide an equitable resolution via an equitable process, respecting the civil and legal rights of all participants.

Once the Hearing Committee has reached a decision, both parties will be notified of the outcome in writing within the same 24-hour period.

Appeals

All sanctions imposed by the original hearing body will be in effect during the appeal. A request may be made to the Title IX Coordinator for special consideration in exigent circumstances, but the presumptive stance of the institution is that the sanctions will stand. Graduation, study abroad, internships/externships, etc. do NOT in and of themselves constitute exigent circumstances, and the accused may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to the institution or of privileges, all reasonable attempts will be made to restore the accused to their prior status, recognizing that some opportunities lost may be irretrievable in the short term.

The decision made by the Hearing Committee may be appealed by both the accused and the complainant by petitioning the Title IX Coordinator. A petition for an appeal must be made within 3-5 business days of receiving the written decision for a review of the decision or the sanctions imposed. Any party who files an appeal must do so in writing to the Title IX Coordinator. The party requesting appeal must show error as the original finding and sanction are presumed to have been decided reasonably and appropriately. The Title IX Coordinator will share the appeal with the other party (e.g., if the accused student appeals, the appeal is shared with the complainant, who may also wish to file a response). The Title IX Coordinator will then draft a response memorandum (also shared with all parties). Faculty appeals follow the guidelines set forth in the Faculty Manual. All other appeals and responses are then forwarded to an appeals officer for initial review to determine if the appeal meets the limited grounds and is timely. The original finding and sanction will stand if the appeal is not timely or substantively eligible, and the decision is final. The ONLY grounds for appeal are as follows:

1. A procedural [or substantive error] occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.);
2. To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included;
3. The sanctions imposed are substantially disproportionate to the severity of the violation. If the appeals officer or committee determines that new evidence should be considered, it will return the complaint to the original Title IX Hearing Committee to reconsider in light of the new evidence, only. The reconsideration of the Title IX Hearing Committee is not appealable.

If the Title IX Coordinator determines that a material procedural [or substantive] error occurred, it may return the complaint to the original Title IX Hearing Committee with instructions to reconvene to cure the error. In rare cases, where the procedural [or substantive] error cannot be cured by the original hearing officers (as in cases of bias), the Title IX Coordinator may order a new hearing on the complaint with a new Title IX Hearing Committee. The results of a

reconvened hearing cannot be appealed. The results of a new hearing can be appealed, once, on the three applicable grounds for appeals.

If the Title IX Coordinator determines that the sanctions imposed are disproportionate to the severity of the violation, Title IX Coordinator will return the complaint to the applicable office, which may then increase, decrease or otherwise modify the sanctions. This decision is final.

The procedures governing the hearing of appeals include the following:

1. All parties should be timely informed of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision;
2. If necessary, every opportunity to return the appeal to the original hearing body for reconsideration (remand) should be pursued;
3. Appeals are not intended to be full re-hearings of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal;
4. This is not an opportunity for appeals officers to substitute their judgment for that of the original hearing body merely because they disagree with its finding and/or sanctions. Appeals decisions are to be deferential to the original hearing body, making changes to the finding only where there is clear error and to the sanction only if there is a compelling justification to do so;
5. Sanctions imposed are implemented immediately unless the Title IX Coordinator stays their implementation in extraordinary circumstances, pending the outcome of the appeal;
6. The officer will render a written decision on the appeal to all parties within seven (7) business days from hearing of the appeal. The committee's decision to deny appeal requests is final.

Special Complaint Process Provisions

a) Attempted violations

In most circumstances, the University will treat attempts to commit any of the violations listed in the Student Code of Conduct/Title IX Policy as if those attempts had been completed.

b) University as Complainant

As necessary, the University reserves the right to initiate a complaint, to serve as complainant, and to initiate conduct proceedings without a formal complaint by the victim of misconduct.

c) Immunity for Victims and Witnesses

The University community encourages the reporting of Conduct Code violations, especially sexual misconduct. Sometimes, victims or witnesses are hesitant to report to University officials or participate in complaint processes because they fear that they themselves may be charged with policy violations, such as underage drinking at the time of the incident. It is in the best interest of this community that as many victims as possible choose to report to University officials, and that witnesses come forward to share what they know. To encourage reporting, the University pursues a policy of offering victims of sexual misconduct and witnesses limited immunity from being charged for certain policy violations, for example, violation of the University's drug and alcohol policy, related to the sexual misconduct incident. While these violations cannot be completely overlooked, the University will provide educational rather than punitive responses, in such cases.

d) Bystander Engagement

The welfare of students in our community is of paramount importance. At times, students on and off-campus may need assistance. The University encourages students to offer help and

assistance to others in need. Sometimes, students are hesitant to offer assistance to others, for fear that they may get themselves in trouble (for example, a student who has been drinking underage might hesitate to help take a sexual misconduct victim to the University Campus Security office). The University pursues a policy of limited or full immunity regarding certain violations for students who offer help to others in need. While policy violations cannot be overlooked, the University will provide educational options, rather than punishment, to those who offer their assistance to others in need.

e) Parental Notification

The University reserves the right to notify parents/guardians of dependent students regarding any health or safety risks to the student or to the campus community, change in student status or conduct situation, particularly alcohol and other drug violations. Where a student is not-dependent, the University will contact parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk. The University also reserves the right to designate which University officials have a need to know about individual conduct complaints pursuant to the Family Educational Rights and Privacy Act (FERPA).

f) Notification of Outcomes

1. The outcome of a campus hearing is part of the educational record of the accused student, and is protected from release under a federal law, FERPA. However, the University observes the legal exceptions as follows:
2. Complainants in non-consensual sexual contact/intercourse, sexual exploitation, sexual harassment, stalking, and relationship violence incidents have an absolute right to be informed of the outcome, essential findings, and sanctions of the hearing, in writing, without condition or limitation.
3. The University may release the name, nature of the violation and the sanction for any student who is found in violation of a University policy that is a "crime of violence," including: arson, burglary, robbery, criminal homicide, sex offenses, assault, destruction/damage/vandalism of property and kidnapping/abduction. The University will release this information to the complainant in any of these offenses regardless of the outcome.

g) Alternative Testimony Options

For sexual misconduct complaints, and other complaints of a sensitive nature, whether the alleged victim is serving as the complainant or as a witness, alternative testimony options will be given, such as placing a privacy screen in the hearing room, or allowing the alleged victim to testify outside the physical presence of the accused individual, such as by Skype. While these options are intended to help make the alleged victim more comfortable, they are not intended to work to the disadvantage of the accused student.

h) Past Sexual History/Character

The past sexual history or sexual character of a party outside of their sexual history with the accused will not be admissible by the other party in the investigation or hearing unless such information is determined to be highly relevant by the Chair of the Title IX Hearing Committee. All such information sought to be admitted will be presumed irrelevant, and any request to overcome this presumption by the parties must be included in the complaint/response or a subsequent written request, and must be reviewed in advance of the hearing by the Dean of Students or the Director of Human Resource Services. While previous conduct violations by the accused are not generally admissible as information about the present alleged violation, the Dean of Students or Director of Human Resource Services may supply previous complaint information to the investigators, the Title IX Hearing Committee, or may consider it him/herself if he/she is hearing the complaint, only if:

1. The accused was previously found to be responsible;

2. The previous incident was substantially similar to the present allegation; or
3. Information indicates a pattern of behavior and substantial conformity with that pattern by the accused.

Confidentiality

The confidentiality of a complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct, and all documents, correspondence, and notes of interviews and discussion related to the investigation of a complaint will be maintained, on a need-to-know basis, to the extent permitted by law. Documentation related to the resolution of complaints or incidents of sex discrimination, sexual harassment (including sexual violence) and sexual misconduct will be maintained by the Office of the Dean of Students, the Director of Human Resource Services and the Director of Campus Security, as appropriate.

Prohibition of Retaliation

Students, faculty and staff members are prohibited from retaliating in any way against an individual who has brought a complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct; or against any individual who has participated in an investigation of such complaints. Any person who knowingly and intentionally retaliates against an individual is subject to disciplinary action, up to and including dismissal or termination from the University.

Filing of False Complaints

Any person who knowingly and intentionally files a false complaint of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct is subject to disciplinary action, up to and including dismissal from the University. A person who files a complaint in good faith will not be subject to discipline.

Crisis Support

The Dean of Students will coordinate all services for students involved while working with other campus departments. These services include but are not limited to academic and residence hall accommodations for the complainant when possible, as well as referrals within the University and in the local community.

Referral Sources

Schreiner Health and Wellness (counseling and medical services)

Phone: (830) 792-7279

Website: <http://students.schreiner.edu/health/>

Campus Conduct Hotline

Phone: (866) 943-5787

A confidential, independent, call-in service that provides a simple, anonymous way for you to help preserve the values and reputation of our institution. The Campus Conduct Hotline offers an easy, comfortable way to report activity or behavior you may observe or experience on campus that is harmful, unethical, questionable, or causes you or someone else personal injury.

Employee Assistance Program (EAP)

Phone: (800) 588-8412

Website: <http://www.schreiner.edu/about/hr/employee-assistance.aspx>

A confidential, telephone-based consultation and referral service that can help employees and their immediate family cope with life's everyday challenges. Telephonic EAP can help with things like stress, anxiety, depression, relationship problems, job or work stress, parenting, alcohol and drugs, legal issues, and financial concerns.

Hill Country Cares (Shelter, Crisis Intervention, Legal Advocacy, and Referral Sources)

Phone: (830) 257-7088

Website: <http://www.hccares.com/>

Promotes healthy relationships and seek to prevent domestic and sexual crimes by working with people at high risk of victimization and the perpetrators themselves.

TAASA (Texas Association Against Sexual Assault)

Website: www.taasa.org

Phone: (512) 474-7190

TAASA is designed to assist sexual assault survivors and to create a Texas free from sexual violence. TAASA advocates for individual sexual assault survivors as well as sexual assault programs collectively.

RAINN (Rape, Abuse and Incest National Network)

Website: www.rainn.org

Phone: (800) 656-4673

At any given moment, more than 1,100 trained volunteers are on duty and available to help victims at RAINN-affiliated crisis centers across the country.

Office for Civil Rights (OCR)

Website: <http://www.ed.gov/ocr>

Phone: (800) 421-3481