



UT San Antonio™

**2025 Annual
Security and
Fire Safety
Report**

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Welcome Message

Colleagues:

At UT San Antonio, we're committed to providing a safe, engaging and supportive environment to work, learn and discover. To that end, the university's 2025 Annual Security and Fire Safety Report is now available and enclosed. The report is representative of UTSA's legacy institution and provides important details on our campus safety policies, programs, crime statistics, and fire safety and prevention.

The following report was completed by a collaborative team representing various campus sectors, including Public Safety, Equal Opportunity Services & Title IX, the Office of Student Conduct and Community Standards, Housing and Residence Life, and other key partners. Also, the information that follows was completed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and demonstrates the institution's ongoing dedication to transparency.

More so, clear and accurate reporting is imperative to our success and to our accountability as an institution. We encourage you to review this year's report to learn more about our policies, reporting and commitment to providing a safe campus experience.

Moving forward, we will continue to explore new and innovative opportunities for improvement. If you have any questions or want to share feedback, please contact our Clery Compliance Coordinator at clery@utsa.edu or Public Safety at UTSAPolice@utsa.edu.

Respectfully,



Taylor Eighmy
President
UT San Antonio



Stephanie Schoenborn
Chief of Police
Legacy UTSA

Introduction-Annual Security and Fire Safety Report

In compliance with the Jeanne Clery Campus Safety Act, the University of Texas at San Antonio Clery Compliance Coordinator prepares the Annual Security and Fire Safety Report. This report is prepared in collaboration with the Department of Public Safety, the Office of Business Continuity and Emergency Management (BCEM), the Office of Safety and Risk Management, Student Affairs, Housing and Residence Life, Campus Living Villages, Student Conduct and Community Standards, Wellness 360, EOS/Title IX Office, and other university departments. Each entity provides updated information on its policies and procedures, educational efforts, and programs to comply with the Clery Act. Crime statistics are provided by local law enforcement agencies with jurisdiction within the UT San Antonio Clery geography, UT San Antonio Department of Public Safety, and UT San Antonio's Campus Security Authorities (CSAs). Except where noted, policies indicated in the Annual Security and Fire Safety Report apply only to the Main and Downtown campuses that are part of the University of Texas at San Antonio. This report lists statistics for three previous years of reported crimes that occurred on the Main and Downtown campuses. Also included are reported crimes that occurred at off-campus buildings owned or controlled by UT San Antonio and frequently used by students, and on any public property within or immediately adjacent to or accessible from the campus. The report describes institutional policies that only apply to UT San Antonio's Main and Downtown campuses, concerning campus security, alcohol and drug use, crime prevention, safety awareness, crime reporting, sexual assault, and crime-related issues. A copy of this report is available by contacting the Clery Compliance Coordinator at (210)458-4153 or by accessing our website at: <http://www.utsa.edu/compliance-and-risk-services/clery/>

All prospective employees may obtain a copy of the report from People Excellence at the UT San Antonio Main Campus, North Paseo Building, Suite 451, or from the People Excellence [website](#). The report is also available through the [Admissions webpage](#) for all prospective students. A request for a hard copy can be made through the US Mail or via email by writing to Amanda Swaney, Clery Compliance Coordinator and Youth Protection Program Manager, One UTSA Circle, San Antonio, TX 78249, or clery@utsa.edu.

The 2025 Annual Security and Fire Safety Report contains important information regarding campus safety and security. The report provides information about reporting crimes and the UT San Antonio Department of Public Safety's collaboration with local, state, and federal law enforcement agencies. The report contains information on drug and alcohol abuse, sexual assault prevention and education, weapons on campus, and procedures regarding fire safety. The report encompasses three calendar years of reported crime statistics for all properties owned, leased, or controlled by the University of Texas at San Antonio and on public property immediately adjacent to and accessible from the campuses. This information complies with the requirements of the Jeanne Clery Campus Safety Act. By October 1st of each year, the Office of Senior Vice President for Institutional Strategic Planning, Compliance Risk Management, and Office Operations & Chief of Staff sends out the Notice of Availability for the Annual Security and Fire Safety Report to students, faculty, and staff. The Annual Security and Fire Safety Report is available through the UT San Antonio Clery Act website.

The 2025 Annual Security and Fire Safety Report is available on the web at <http://www.utsa.edu/compliance-and-risk-services/clery/>

For additional services provided by the UT San Antonio Department of Public Safety, please browse the website at <http://www.utsa.edu/publicsafety/>

UT San Antonio Department of Public Safety regularly posts information on Facebook, Twitter, and Instagram.

About UT San Antonio

The University of Texas at San Antonio (UT San Antonio) is redefining higher education. We empower career-ready graduates and health professionals by delivering degrees, licenses, and certifications with lasting impact, while also fueling economic growth for our region, state, and nation. With a focus on student success, research excellence, and comprehensive patient care, our university is a model for public universities of the future. We are the third-largest public research university in Texas and offer the most comprehensive range of educational opportunities available in the state. The President of UT San Antonio is Dr. Taylor Eighmy.

UT San Antonio is proud to be located in the nation's seventh-largest city and one of the fastest-growing in the country. UT San Antonio is comprised of the following campuses:

Main Campus: UT San Antonio's Main Campus is a vibrant center of learning, discovery and campus life. It is home to the Carlos Alvarez College of Business, College of Education and Human Development, Klesse College of Engineering and Integrated Design, College of Liberal and Fine Arts, College of Sciences, Honors College, University College and The Graduate School, as well as numerous student services, research facilities and campus traditions.

Health Science Center: UT San Antonio's Health Science Center is the university's health hub dedicated to educating the next generation of healthcare professionals. The Health Science Center includes the Joe R. & Teresa Lozano Long School of Medicine, School of Nursing, School of Dentistry, Graduate School of Biomedical Sciences, School of Health Professions, and School of Public Health.

Downtown Campus: Located between San Antonio's historic West Side and the downtown core, UT San Antonio's Downtown Campus is surrounded by cultural, historic and commercial landmarks. It is home to several academic programs, the Valdez Institute of Economic Development, and the Buena Vista Theater – an active performing arts venue that hosts university and community events.

San Pedro I & San Pedro II: An extension of our downtown campus and located along San Pedro Creek, SPI & SPII are home to the College of AI, Cyber and Computing, the National Security Collaboration Center, the Cybersecurity Manufacturing Innovation Institution, Center for Data Science and our hub for innovation, entrepreneurship and careers.

Southwest Campus: Nestled along the San Antonio River on the historic site of the former Southwest School of Art, the Southwest Campus houses UT San Antonio's community art classes as well as creative collaborations offered by UT San Antonio Arts, including exhibitions, concert series, summer camps, and more.

One Riverwalk Place: Located across the Riverwalk from the Southwest Campus, this 18-story, 265,000-square-foot building is home to the Klesse College of Engineering and Integrated Design's School of Architecture and Planning.

Park West Campus: The 125-acre Park West Campus, which sits less than two miles from Main Campus, is home to a soccer field and a track-and-field stadium. It serves Roadrunner student-athletes and is designated as a host site for many community sporting events.

UT Health San Antonio Patient Care Locations: With over 1,400 medical and dental providers distributed across the city of San Antonio who are committed to healing, find a provider dedicated to providing you with life-changing care.

Multiple non-campus locations like the Alamodome, Hemisfair Campus, Sunshine Cottage School for Deaf Children, The Texas Hearing Institute, Westside Community Center, Wonderland of the Americas, The University of Texas Education and Research Center, and Urbino.

For this report, we count two campuses: Main Campus, which includes Park West, and Downtown Campus, which includes the Southwest Campus, SPI & SPII, One Riverwalk Place, with Hemisfair Campus as non-campus property. A separate report is compiled for the Health Science Center Campus.

UT San Antonio's Main Campus currently has six residence halls: Alvarez Hall, Chaparral Village, Chisholm Hall, Guadalupe Hall, Laurel Village, and University Oaks.

UT San Antonio Mission

The mission of The University of Texas at San Antonio is to make lives better by advancing excellence in education; research, discovery and commercialization; health; public service; and community engagement.

Campus Law Enforcement

The University of Texas System Police is charged with the responsibility of protecting the life and property of individuals who comprise the student body, faculty, and staff of The University of Texas at San Antonio community. The UT San Antonio Department of Public Safety is responsible for law enforcement, security, and emergency response at the UT San Antonio Main Campus, Downtown Campus, Southwest Campus, Hemisfair Campus, San Pedro I and San Pedro II, One Riverwalk Place, and the Park West Campus. The primary office of the UT San Antonio Department of Public Safety is located on the Main Campus in the Bosque Street Building's first floor. A satellite police office at the Downtown Campus is located at the Frio Building North, room 1.528. The UT San Antonio Department of Public Safety is operational 24 hours a day, 365 days a year, and is staffed by commissioned Texas Peace Officers. The university has approximately 150 clearly identifiable outdoor emergency telephones (blue light phones) located throughout the campuses. These phones are located in parking lots, parking garages, and elevators to report crimes and emergencies or to request police services. The University of Texas at San Antonio utilizes a smartphone app that connects the user in real-time to police dispatch, in addition to other online safety resources at UT San Antonio. The SafeZone app is free to download and available at the App Store for iPhone or the Google Store for Android devices. Walk-in reports will be taken at either the Main Campus or Downtown Campus offices; however, please call the emergency or non-emergency numbers listed in this report for faster service. UT San Antonio Department of Public Safety's Silent Witness Program allows people who have witnessed a crime or suspicious activity at any UT San Antonio campus to report it anonymously. NOTE: The Silent Witness Program is NOT intended to report crimes in progress. The program can be accessed at <http://www.utsa.edu/publicsafety/crime-prevention/silent-witness>

Commissioned Peace Officers

The University of Texas at San Antonio's police officers receive their police authority via Article 2.12 of the Texas Code of Criminal Procedure and Chapter 51.203 of the Texas Education Code. UT San Antonio Police Officers must meet specific employment qualifications and training requirements to be licensed peace

officers by the Texas Commission on Law Enforcement (TCOLE). UT San Antonio Police Officers receive their commission as peace officers upon graduation from The University of Texas System Basic Peace Officer Academy or another accredited regional police academy. All commissioned officers are trained in several law enforcement areas, including firearms, use of force, legal update, first aid, and CPR. Commissioned officers are authorized to enforce state, local, and federal laws on the university campuses and have the authority to make arrests if necessary. Officers conduct foot, bicycle, motorcycle, and vehicular patrols on all UT San Antonio properties, including the on-campus housing facilities, 24 hours a day.

The principal jurisdiction of peace officers commissioned by The University of Texas System includes all counties in which property is owned, leased, rented, or otherwise under the control of The University of Texas System. The University of Texas at San Antonio Peace Officers are authorized by law to function as peace officers outside their primary jurisdiction to assist another law enforcement agency in Texas or to otherwise perform duties as a peace officer on official university business. For UT San Antonio, normal police operations are conducted within the boundaries of property owned, leased, or otherwise under the control of UT San Antonio. These properties include Main Campus, Downtown Campus, Southwest Campus, Hemisfair Campus, San Pedro I and San Pedro II, One Riverwalk Place, Park West, and the contiguous areas around each UT San Antonio campus.

University Public Safety Officers and Dispatchers

Public Safety Officers (PSO/Guards) at the UT San Antonio Department of Public Safety are civilian employees who have the same level of arrest authority as a citizen, as authorized by the Texas Code of Criminal Procedure. UT San Antonio PSOs complete their Private Security Bureau Level II Certification through the Texas Department of Public Safety. PSOs serve as non-sworn support staff for the UT San Antonio Department of Public Safety by providing a visible uniform presence in buildings and on university property to deter crime. PSOs report criminal incidents to Police Officers who are designated first responders.

The UT San Antonio Department of Public Safety Communications Center is staffed by TCOLE Licensed Telecommunicators/First Responders known within the department as Police Communication Operators (PCOs) or dispatchers.

Police Communications Operators handle all incoming calls for police and emergency services via telephone, the SafeZone mobile application, and in-person reporting. PCOs also conduct radio dispatching for UT San Antonio Police Officers and Public Safety Officers at all our campuses.

Working Relationship with State and Local Law Enforcement

The UT San Antonio Department of Public Safety maintains close working relationships with the San Antonio Police Department, Bexar County Sheriff's Office, as well as federal, state, and other law enforcement agencies. The UT San Antonio Department of Public Safety routinely shares investigative information with these agencies and works closely with the San Antonio Fire Department and its Emergency Medical Services (EMS). UT San Antonio Department of Public Safety has an inter-local formalized written agreement with the San Antonio Police Department to provide law enforcement services to investigate crimes, and to protect life and property within the geographical areas common to the City of San Antonio and UT San Antonio. The San Antonio Police Department and other local law enforcement agencies routinely notify the UT San Antonio Department of Public Safety when crimes occur within their jurisdiction that affect UT San Antonio. A few recognized student organizations maintain meeting and living facilities off campus. These facilities are not owned or controlled by UT San Antonio. UT San Antonio is routinely informed by other local law enforcement

agencies of any criminal activities involving UT San Antonio student organizations. The information in these reports is subsequently shared with Student Affairs.

Crime Report, Arrest, and Referral Statistics

UT San Antonio Department of Public Safety's crime statistics are categorized according to the Federal Bureau of Investigation's National Incident-Based Reporting System (NIBRS) without regard to guilt or innocence. Statistics reflect reports made to campus security authorities as well as university, local, and requested law enforcement agencies, and are compiled according to Clery Act guidelines and coordinated by the UT San Antonio Department of Public Safety.

Daily Crime Log

In addition to the annual crime statistics report requirements by the Clery Act, the UT San Antonio Department of Public Safety posts a public crime log of offenses that occurred within the past 60 days. The crime log can be found at <http://www.utsa.edu/publicsafety/community-resources/daily-crime-log.html>

A paper copy is available at:

Main Campus: Department of Public Safety, BOS room 1.106, 24 hours/365 days

Downtown Campus: Department of Public Safety, FS room 1.528, 24 hours/365 days

Encouragement of Prompt Reporting of Crimes

The university encourages prompt reporting of all criminal incidents and medical emergencies to the UT San Antonio Department of Public Safety using the telephone numbers listed in this report. Such a report is encouraged even when the victim of a crime elects not to make a report or is unable to do so. Upon receipt of the call, university police officers are dispatched to the site of the incident and have the authority to make arrests if necessary.

Reporting Crimes and Other Emergencies

POLICE – FIRE – EMS

Campus Emergency: (210)458-4911 or 4911 from any university landline. Program the emergency number into your cell phone.

Campus Non-Emergency: (210)458-4242

Crimes Occurring Off Campus

Crimes occurring off campus should be promptly reported to the San Antonio Police Department at (210)207-7273, the Bexar County Sheriff's Office at (210)335-6000, or the law enforcement agency that has jurisdiction over the area where the crime occurred. Such a report is encouraged even when the victim of a crime elects not to make a report or is unable to do so.

Campus Security Authorities

UT San Antonio acknowledges some individuals may be hesitant about reporting crimes to the police, but may be more inclined to report crimes to other university officials designated by the Clery Act as Campus Security Authorities (CSAs). Reports of crimes can be made to the following offices where CSAs are located:

Title	Phone #
Senior Vice Provost for Student Affairs & Dean of Students	(210)458-4740
Prevention, Education, Advocacy, Consultation, Empowerment (PEACE)	(210)458-4077
Housing and Residence Life	(210)458-6200
Student Conduct & Community Standards	(210)458-4720
Student Involvement Center	(210)458-4160
Title IX Coordinator	(210)458-4120
Athletics	(210)458-8149
Academic Advising & Support	(210)458-4302
Student Assistance Services	(210)458-4985
CLV Director of Residence Life	(210)877-4000

Crimes can be reported by phone, walk-in meeting, or by appointment. CSA Crime Reporting forms can be found on the Clery Act website <http://www.utsa.edu/compliance-and-risk-services/clery/>

Campus Security Authorities also include anyone working in campus police, persons responsible for campus security (i.e., Housing RAs or Campus Rec), and persons responsible for student and campus activities (i.e., advising, mentoring, coaching, discipline, and campus judicial proceedings). Please contact the UT San Antonio Clery Compliance Coordinator for a complete list of all Campus Security Authorities. CSAs may contact the UT San Antonio Clery Compliance Coordinator for assistance filling out the CSA form. Information from the CSA form is for collecting data to be included in the annual crime statistics and for creating timely warnings, if necessary.

Crimes may also be reported on a voluntary and confidential basis via the SafeZone app, the UT San Antonio Department of Public Safety Silent Witness, and/or the Compliance Hotline for inclusion in the annual crime statistics. A complainant (victim) may also request to make a confidential statement to a Campus Security Authority concerning crimes. These statements made to the CSA can be requested to be kept confidential, and no personal data will be collected on the CSA form. A complainant may also make a confidential statement to the Director of UT Health Wellness 360 Counseling (210-458-4140) or any of the counselors in the counseling office. These officials are exempt from disclosing identifying information to the UT San Antonio Clery Compliance Coordinator (except by law in cases where there is an immediate threat to the safety of the individual, other persons, children, or the elderly) because of their function within the scope of their professional license or certification as a counselor. These officials also encourage complainants to report crimes on a voluntary basis for inclusion in annual crime statistics. Complainants can use the UT San Antonio Department of Public Safety Silent Witness to report a crime.

Security of Access to Facilities

The UT San Antonio Department of Public Safety Security Services Office is responsible for keys, electronic access control, and all associated records for all areas of the university, with the exception of residential areas. Keys and UT San Antonio Card access to UT San Antonio buildings, offices, and other facilities are strictly controlled to ensure only authorized UT San Antonio affiliates have keys or UT San Antonio card

access to facilities. Keys and UT San Antonio card access to UT San Antonio buildings, offices, and other facilities are issued upon authorization by the appropriate administrative official, per policy 8.04 of the UT San Antonio Handbook of Operating Procedures. A computer-based electronic monitoring system located at the UT San Antonio Department of Public Safety monitors a network of intrusion alarms, panic alarms, and access-controlled doors. More information on access to campus facilities can be found in policy 8.04 of the UT San Antonio Handbook of Operating Procedures.

Access to Academic Buildings

Academic campus buildings and support facilities are accessible to members of the campus community, guests, and visitors during normal business hours. Academic buildings are card-access equipped for access to buildings that are locked after normal building hours or during holidays. Access to classrooms and office buildings for special events after normal business hours, weekends, and holidays is coordinated with the various campus departments overseeing that particular area or event. Many buildings, offices, labs, computer rooms, and other areas of campus are equipped with card access and alarms monitored by the UT San Antonio Department of Public Safety Communication Center. UT San Antonio affiliates are asked to carry their access cards with them to access secure facilities and are provided with security tips on how to keep the campus secure.

Libraries – the John Peace Library is open 24 hours beginning Sunday at 10 am through Friday, when it closes at 9 pm, and Saturday from 9 am to 9 pm. The Downtown Campus Library is open 8 am to 9 pm Monday through Thursday, 8 am to 6 pm Friday, 9 am to 6 pm Saturday, and Sunday 12 pm to 9 pm. The library hours are subject to change. A full list of hours and information can be viewed on the library's website at <http://lib.utsa.edu/about/library-hours/>

The Institute of Texan Cultures, a Smithsonian Affiliate, has temporarily halted its operations as it transitions to its interim residence at the Frost Tower, slated to open to the public in early 2026. For more information, please visit their website <http://texancultures.utsa.edu>

Access to Apartments and Residence Halls

Chisholm Hall: Access to Chisholm Hall is through exterior doors that remain locked 24 hours a day. The main entrance doors are accessed through an electronic access control system. Each bedroom door is equipped with an electronic lock and a pin code. Guests and visitors must be escorted when in a residence hall.

University Oaks Apartments: The University Oaks Apartments are operated by Campus Living Villages, a third-party provider, located on UT San Antonio property. Access to the University Oaks Apartment complex is through access gates for vehicles to the parking lot, as well as access gates for pedestrians to the grounds. Each apartment has a front door equipped with electronic access.

Chaparral Village: Access to the Chaparral Village complex is through various pedestrian gates or the City Center. Gates will be open during peak hours, and key card access will be required for all pedestrian gates for the remainder of the time. Each unit has a front door equipped with an electronic lock and a pin code. Each unit/bedroom is equipped with an electronic lock and a pin code. Guests and visitors must be escorted throughout the community.

Laurel Village: Access to the Laurel Village complex is through various pedestrian gates or the City Center. Gates will be open during peak hours, and key card access will be required for all pedestrian gates for the remainder of the time. Each unit has a front door equipped with an electronic lock and a pin code. Each

unit/bedroom is equipped with an electronic lock. Guests and visitors must be escorted throughout the community.

Alvarez Hall: Access to Alvarez Hall is through the main entrance doors to the lobby. The main entrance doors and the residential wings of the building are accessed through an electronic access control system. Each bedroom door is equipped with an electronic lock and a pin code. Guests and visitors must be escorted when in the residence hall.

Guadalupe Hall: Access to Guadalupe Hall is through the main entrance doors to the lobby. The main entrance doors and the residential wings of the building are accessed through an electronic access control system. Each bedroom door is equipped with an electronic lock and a pin code. Guests and visitors must be escorted when in the residence hall.

All residents should immediately report lost access cards and keys, malfunctioning locks, and gates to their respective housing staff team.

Maintenance of Facilities and Security Equipment

UT San Antonio Department of Public Safety staff regularly test the emergency telephones and security equipment, including door alarms, panic alarms, security cameras, and card access hardware. Security Services staff coordinate with appropriate personnel and security contractors to repair equipment that is inoperable. Officers report hazards discovered during routine patrols to Security Services as needed.

Facilities Operations staff conduct lighting and other equipment surveys and assemble the information gathered in a monthly report so that repairs/replacements can be completed. Community Engagement and Security Service may recommend the trimming of shrubbery, trees, and other vegetation. Improvements typically include the placement of additional or upgraded lighting in buildings, parking lots, in areas with heavy landscaping, and along pedestrian walkways. Community Engagement or Security Services conducts periodic security assessments when repeated crimes occur within a short time frame or when a crime trend at a particular location identifies the need for security improvements.

There are over 150 outdoor emergency telephones located throughout the Main and Downtown Campus. Campus elevators and parking garages are equipped with emergency telephones. All emergency telephones connect directly to the UT San Antonio Department of Public Safety Communications Center. There are approximately 1600 security cameras installed at designated campus locations, based on security needs. These locations include the pedestrian areas of Chaparral Village, Guadalupe Hall, Laurel Village, Alvarez Hall, restricted work areas, research laboratories, building interiors, designated parking lots, and parking garages, as well as walkways and other critical areas. Specific security cameras are monitored in the Department of Public Safety Communication Center. Students, faculty, and staff are encouraged to report safety concerns, exterior lighting, and emergency telephone malfunctions to the UT San Antonio Department of Public Safety at (210)458-4242.

Emergency Management, Response, and Evacuation Procedures

The UT San Antonio Office of Business Continuity and Emergency Management (BCEM) is committed to openly engaging the university community in preparation, response, recovery, and mitigation of emergencies

through an all-hazards approach. BCEM's highest priority is to help foster a safe and secure environment for UT San Antonio students, faculty, staff, and visitors. BCEM works cooperatively with all members of the UT San Antonio community, the University of Texas System, City of San Antonio, and State of Texas to achieve this objective. To further enhance safety/security programs at UT San Antonio, BCEM aims to continuously identify key partnerships, critical infrastructure, and essential resources through planning and preparedness initiatives, which provide the foundation for recovery processes from incidents impacting UT San Antonio. BCEM encourages the university community to stay engaged in preparedness by reviewing UT San Antonio's Emergency Response Guide, downloading the SafeZone app, and maintaining up-to-date cell phone information in the UT San Antonio Alert system. Members of the UT San Antonio community should leverage the available safety resources, be prepared to quickly assess situations, and use sound judgment in determining an appropriate course of action.

UT San Antonio President's Emergency Advisory Council

The President's Emergency Advisory Council (PEAC) is composed of senior university leaders representing critical operational, academic, and administrative functions, and serves as the primary decision-making body during emergencies that significantly disrupt university operations. The PEAC advises the President or designee on major policy decisions, particularly those involving substantial institutional impact, resource allocation, or actions beyond the authority of those directly supporting incident response. The council also plays a key role in coordinating with local, state, federal, and non-governmental partners and provides strategic guidance throughout the complex stabilization efforts.

Emergency Response and Evacuation

The UT San Antonio Department of Public Safety is the primary first responder to any public safety emergency on all UT San Antonio campuses. UT San Antonio incident management partners and city emergency responders, such as UT San Antonio's Office of Business Continuity and Emergency Management (BCEM), San Antonio Fire Department, and San Antonio Police Department, among others, may also respond to the emergency scene depending on the scope of the emergency. Preparedness is everyone's responsibility, and BCEM has developed an Emergency Response Guide (ERG) that is publicly accessible and routinely updated online. The guide provides information regarding protective actions to be taken during emergencies, such as an active threat, suspicious package discovery, tornadoes, severe weather, hazardous materials, and medical emergencies, among other situations. Additionally, the ERG outlines how to shelter-in-place and what to do during an evacuation, such as following the instructions of first responders, using appropriate exits, helping those who require evacuation assistance, communication, and seeking the appropriate rally point. The ERG also provides emergency contact phone numbers for several campus services. The BCEM also manages the Floor Captain Program, which trains faculty and staff on safety resources, evacuation procedures, shelter-in-place procedures, fire safety, occupational safety, crime prevention, and active shooter response. During emergency drills or events, Floor Captains are trained to assist with evacuations and re-entry, shelter-in-place protocols, and to interface with first responders to help those in need. All university facilities have evacuation maps next to the elevators or major entrances in each building at all campuses, and the UT San Antonio Interactive Map contains detailed building-specific evacuation guidance.

Confirmation of an Emergency or Dangerous Situation

The UT San Antonio Department of Public Safety and the Office of Business Continuity and Emergency Management are primarily responsible for confirming a significant emergency or dangerous situation that

could cause an immediate threat to the health and safety of the UT San Antonio community based on the totality of the circumstances. Such situations include, but are not limited to: bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. In determining whether there is a significant emergency or dangerous situation at UT San Antonio that could cause an immediate threat to the health and safety of the community, the UT San Antonio Department of Public Safety and/or BCEM will access available sources of information from UT San Antonio administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating UT San Antonio's response and for marshalling the appropriate internal and external response authorities. Depending on the nature of the incident, other university departments may serve as the incident response lead (Facilities, Information Technology, Lab Safety, etc.). Upon confirmation of an immediate threat that requires an emergency notification, the senior ranking police officer on duty or his/her designee has the authority to draft and activate the initial alert. Otherwise, the Office of Business Continuity and Emergency Management, in consultation with key response stakeholders, such as University Strategic Communications, will serve as the lead on initial alerts, follow-ups, and all clear messages.

Upon confirmation by the Chief of Police and/or BCEM of a significant emergency or dangerous situation involving an immediate life safety threat to students, faculty, or staff occurring on any UT San Antonio campus, the Chief of Police, or designee, and/or BCEM will, without delay, notify the community following a determination of the best methods for distribution of the emergency notification. The possible methods of distribution are listed in the "Methods of Delivery" section below.

The method and content of the notification templates are determined by BCEM in consultation with the Chief of Police and University Strategic Communications (if time permits), or via the Police (on-duty) Supervisor and Communications Center, considering the safety of the UT San Antonio community. The notification will contain information and instructions to students, faculty, and staff that will enable them to take reasonable protective or safety measures to escape from, shelter in place, or avoid the incident location. Initial notifications are made upon confirmation that an incident has occurred or an imminent threat to life safety or university operations exists. Additional follow-up notifications are made as new information about the incident is obtained, which will provide additional protective instructions or a status update.

Issuing Emergency Notification

UT San Antonio is required to inform the university community about a significant emergency event or dangerous situation involving an immediate threat to the health and safety of UT San Antonio faculty, staff, employees, students, and visitors occurring on or near campus. An emergency notification expands the definition of timely warning as it includes both Clery Act crimes and other types of emergencies (i.e., fires, severe weather, etc.) Emergency events may be localized; therefore, notifications may be tailored exclusively to the segment of a campus community at risk while creating awareness for the full university community.

In the event of a situation that poses a threat to members of the university community, UT San Antonio has various methods in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of an incident to all or a segment of the affected UT San Antonio community.

Methods of emergency communication can include some or all of the following: SMS Text Messaging, E-mail distribution, and desktop notifications (scrolling messages). The UT San Antonio Today website and UT San Antonio social media are updated as situations warrant.

Determining Segment(s) of UT San Antonio Community to Receive Notification

Once an emergency is confirmed and based on its nature, BCEM, the Chief of Police, or designee, will consult with other appropriate UT San Antonio officials (including University Strategic Communication, the Chief Operating Officer, and/or the President) to determine the appropriate segment or segments of the UT San Antonio community to be notified.

The content of the notification will include the type, location, and response actions for the emergency situation; unless issuing a notification will, in the professional judgment of first responders, compromise efforts to assist a victim, or to contain, respond to, or otherwise mitigate the emergency.

Additionally, BCEM, the Chief of Police, or designee, will ultimately determine whether an alert notification (Emergency Notification or Timely Warning) will be delayed. The name(s) of victim(s) will be withheld to protect the identity of the victim(s). Once the initial alert has been sent, members of the Department of Public Safety, BCEM, and University Strategic Communications will collaborate, as necessary, to determine the content of follow-up messaging. These teams will collaborate before an alert is sent if time and the situation allow for it.

Timely Warnings

UT San Antonio must provide timely warnings about Clery crimes that pose a serious or ongoing threat to the UT San Antonio community. This is determined by one (or more) UT San Antonio official(s) who has or have been pre-identified by UT San Antonio Policy and Procedures for issuing a timely warning. Because the nature of criminal threats is often not limited to a single location, a timely warning must be issued in a manner likely to reach the entire UT San Antonio community. Timely warnings may be issued for Clery crimes occurring in Clery reportable locations. Timely warnings will never identify the victim(s) of the crime.

The purpose of a timely warning is to notify the UT San Antonio community of a Clery crime committed or other serious crime or series of crimes within the Clery geography that represents a serious or ongoing threat and to provide information that may enable community members to protect themselves from similar incidents. The UT San Antonio Department of Public Safety has primary responsibility for issuing timely warnings. All timely warnings shall be issued, without delay, as soon as pertinent information is available, including, without limitation, for Clery crimes that occur within UT San Antonio's Clery geography and are reported to UT San Antonio Public Safety, other law enforcement agencies, and/or CSAs. Timely warnings must include preventative tips that are relevant to the crime associated with the timely warning. The decision to issue a timely warning will be made on a case-by-case basis in light of all the facts surrounding the crime. A timely warning will be issued whenever a Clery crime is reported and there is a serious or ongoing threat to the UT San Antonio community. The use of a timely warning decision matrix will be utilized to determine whether a timely warning should be issued.

Procedures Used to Evaluate Timely Warnings

In the event of a situation that requires a timely warning to be issued, the university has various methods in place for communicating information quickly. Some or all of these methods of notification may be activated in the event of an emergency. Methods of emergency communication can include some or all of the following:

SMS Text Messaging, E-mail distribution, and desktop notifications (scrolling messages). The UT San Antonio Today website and UT San Antonio social media are updated as situations warrant.

The initial timely warning will be released university-wide, without delay, when pertinent information is available, and considering the safety of the community. The content of the warning will include the nature of the crime and shall contain sufficient information to enable members of the UT San Antonio community to protect themselves. This can include the location, date, and time of the incident, a description of the individual(s) involved, and the direction of travel. The timely warning can be delayed if the timely warning will, in the professional judgment of first responders, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. However, the Chief of Police or designee will determine whether an alert notification (Emergency Notification or Timely Warning) will be delayed. The name(s) of the victim(s) will be withheld to protect the identity of the victim(s). Once the initial alert has been sent, members of the Department of Public Safety, BCEM, and University Strategic Communication will collaborate, if possible, to determine the content of follow-up messaging; these teams will collaborate before an alert is sent, if time and situation allow.

Methods of Delivery

The Department of Public Safety, with support from BCEM, has developed a wide range of template messages addressing several different timely warning situations. The individual sending the timely warning can select the template message most appropriate to the ongoing situation and modify it to address the specifics of the present incident. In those cases where there are no pre-determined template messages in the system, the individual authorizing the timely warning will develop a message to convey the appropriate information to the community. The goal is to ensure individuals are aware of the situation and know the steps to take to protect themselves and their community.

The Chief of Police will notify the Chief Operating Officer of the incident, and the timely warning sent, if any.

Emergency Notifications & Warning Systems

[UTSA HOP 4.33: Jeanne Clery Campus Safety Act \(Clery Act\) and Campus Fire Safety Right to Know Reporting](#) contains specific information related to Emergency Notifications and Warning Systems.

UT San Antonio provides various methods to notify students, faculty, and staff of a developing situation or emergency. BCEM coordinates the emergency notification system delivery methods and initiation process. All UT San Antonio mass notification systems are designed to utilize pre-scripted messages, as well as customized emergency communication, to meet the needs of the incident. Police Dispatchers, BCEM staff, and Police Commanders are trained to activate the mass notification systems. All trained staff regularly test the system as a means of ongoing training, troubleshooting, and developing familiarity with the systems. Messages and alerts, either initiated by BCEM or the Department of Public Safety, have the ability to quickly alert the UT San Antonio community via text, email, or desktop. Persons authorized to make notification decisions include BCEM, the Chief of Police, or his/her designee, and on-duty police supervisors. Families and external agencies also have access to emergency information and procedures through the BCEM website. University Strategic Communications is responsible for updating the media, if appropriate, and providing updates on UT San Antonio Today and UT San Antonio social media, which provides external-facing information to the broader local community. The UT San Antonio Today website is routinely updated during an emergency and provides an outlet for internal and external stakeholders to quickly review updates during a rapidly developing situation or emergency.

Below are the notification systems used at UT San Antonio:

UT San Antonio Alerts Notification System: in the event of an incident threatening life safety, UT San Antonio will activate the UT San Antonio Alert system. When activated, the system will send emergency information and protective actions to registered recipients. Visitors, guests, and parents can text “UTSAguest” to “59713” to temporarily subscribe for alerts while visiting UT San Antonio. A direct link to safety/preparedness resources and emergency procedures is also disseminated to the UT San Antonio community during regular tests of the UT San Antonio Alerts system.

Desktop Notification & ePanic Buttons: UT San Antonio also employs an emergency desktop notification system. During an incident, BCEM has the capability to send a desktop notification with life safety information via a scrolling ticker. Additionally, the ePanic buttons on university-issued computers allow students, faculty, and staff to send a silent alert to the Department of Public Safety dispatch if they should find themselves in distress. Information on the ePanic button can be found at <https://www.utsa.edu/ba-administration-operations/services/administrative-services/business-continuity-emergency-management/alertus-e-panic-button.html>

UT San Antonio SafeZone App: The university maintains a mobile app for smartphones. The SafeZone app allows the user access to safety and security information, to submit reports of suspicious or dangerous activities, and allows for the inclusion of pictures, videos, and/or text messages. The user can provide information anonymously or share their information when submitting tips. From the app, users can also click on the “Emergency” button to have direct call and text access to police dispatch. The SafeZone app is available for download through the app stores of Apple, Android, and Google Play.

National Weather Service Accreditation: UT San Antonio is accredited as a Storm Ready University and was recently certified from 2023-2027. Storm Ready is a National Weather Service (NWS) program created to ensure university communities have advanced warning systems and methodologies to alert their residents of hazardous weather.

Social Media (Facebook, X, Instagram): The use of social media sites provides a valuable means of interacting with the community. UT San Antonio Department of Public Safety utilizes social media websites to enhance communication and can disseminate information related to UT San Antonio emergencies, crime alerts, or issues concerning public safety.

- Public Safety Facebook: @UTSAPoliceDepartment
- Public Safety X: @UTSAPolice
- Public Safety Instagram: @utsapd

Annual Exercises and Drills

UT San Antonio Public Safety, BCEM, and UT San Antonio leadership regularly participate in planned exercises, drills, and coordinated activities to test emergency plans and capabilities. These preparedness and mitigation exercises provide university faculty and staff the opportunity to learn their roles, responsibilities, and procedures before an actual emergency. All exercises are designed following federal and state guidelines to ensure consistency with the National Incident Management System and Incident Command System. Emergency exercises are evaluated with after-action reports and meetings and identify discussions of lessons learned to explore new or improved means of coordination before, during, and after an emergency at any UT San Antonio campus.

Exercises, drills, evacuations, and activities are conducted annually and announced/published (when they occur) on the UT San Antonio Today website, as well as via email to students, staff, and faculty; however, some drills are unannounced to test the responsiveness of building occupants, such as fire drills. To prepare the UT San Antonio community throughout the year and in advance of exercises/drills, a direct link to emergency procedures (i.e., evacuation, fire, active threat, etc.) and resources are disseminated via email during tests of the emergency notification system. If a publicized exercise/drill is scheduled, information and procedures on drill activities are provided to the UT San Antonio community (i.e., “drill in progress”, avoid the area, follow instructions of safety/PD teams, etc.). Communication with the UT San Antonio community is important before testing emergency systems or exercises so as not to alarm building occupants and ensure external partners are aware of the activities. All exercise and drill reports are maintained internally with the UT San Antonio Department of Public Safety and within the BCEM. When warranted, external agencies participate in these exercise drills including the San Antonio Fire Department, San Antonio Police Department, and other county, state, and federal agencies.

Testing

Members of BCEM test UT San Antonio’s emergency response and evacuation procedures at least once a year. The tests may be announced or unannounced. Also, at various times, BCEM will meet to train, test, and evaluate UT San Antonio’s comprehensive emergency management plan.

Annually, members of BCEM and/or the Department of Public Safety will coordinate an exercise (tabletop and/or full-scale). These exercises will be documented and include the following:

- Be scheduled;
- Contain a drill;
- Contain an exercise;
- Contain follow-through activities;
- Be designed for assessment of emergency plans and capabilities;
- Be designed for evaluation of emergency plans and capabilities;
- Include a documented after-action report.

BCEM maintains a record of these tests and training exercises.

Community Engagement Unit of the Public Safety Department

The UT San Antonio Department of Public Safety Community Engagement Unit plays a critical role in the department’s efforts to reduce crime and its effect on the community. Collaboration with UT San Antonio department leaders, student organizations, community organizations, and state associations provides avenues to better serve the UT San Antonio community. Employees of the UT San Antonio Department of Public Safety participate annually in local and national events. Members of the Community Engagement Unit manage comprehensive programs involving crime prevention and awareness education, community outreach efforts, and crime victim liaison services.

Crime Prevention presentations on personal safety, self-defense seminars, alcohol and drug awareness, interpersonal violence, stalking prevention, sexual assault awareness, burglary and theft prevention, as well as office safety, are presented to UT San Antonio students, faculty, staff, and community members. The

Community Engagement Unit provides crime prevention tips and resources via social media outlets and the UT San Antonio Department of Public Safety website. Programs are designed to encourage students and employees to be responsible for their own security and the security of others. CEU officers are Certified Crime Prevention Specialists by the Texas Commission on Law Enforcement. Specialists can conduct security surveys, lighting surveys, and safety assessments.

Community outreach efforts focus on building partnerships with members of the UT San Antonio community. CEU officers partner with campus housing departments, student organizations, and other departments to achieve a cohesive crime prevention-minded community. CEU officers also manage all of the UT San Antonio Department of Public Safety's social media sites.

Dedicated crime victim liaison officers work with victims of violent and non-violent crimes to provide support and university resources. The liaison officer assists victims of family and dating violence, sexual assault, human trafficking, and stalking, in addition to obtaining protective orders and referrals for medical and counseling services. If victims are eligible to apply for [Crime Victims Compensation Assistance](#) through the Texas Attorney General's Office, officers are available to assist.

For additional information on CEU programs, contact the Community Engagement Unit at utsapdcommunityaffairs@utsa.edu or call (210)458-6250.

Crime Prevention Programs

Hazing Prevention – Hazing 101: Fraternities, sororities, and other registered student organizations can request hazing prevention presentations from the UT San Antonio Department of Public Safety and Student Activities. These presentations address both legal and student conduct consequences of engaging in this behavior, as well as providing appropriate behavior guidelines.

Operation Identification: Operation Identification is an ongoing program that involves the engraving of a state's driver's license number on valuable items of personal property, such as laptops and bicycles.

Engravers are available at the UT San Antonio Department of Public Safety or by contacting the Community Engagement Unit at (210) 458-6250 to make an appointment to have a personal item engraved by a CEU officer. This program is offered several times annually, usually in the fall semester.

National Night Out: National Night Out is an annual event where the police and the UT San Antonio Community partners enhance community awareness and engagement in preventing crime. Over 1000 students typically attend this event.

Risk Reduction

Alcohol

- If you choose to drink, know your limits and stick to them.
- Avoid parties where “getting wasted” is the only reason for going.
- Go out with trusted friends and return home with trusted friends. Do not leave friends behind.
- Adopt a “sober buddy” system – designate one person who will remain sober and watch out for friends.
- Do not allow friends to wander off with someone they do not know well.
- If someone has passed out, do not leave them alone.

Warning signals of controlling or possible abusive behavior:

- A person engineers a situation in which a person is isolated from others.
- You are in a social setting where there is heavy drinking and a person or group of people are enabling and encouraging risky behavior.
- A person is intoxicated and lacks the ability to make sound judgments and/or is demonstrating or indicating support of behavior that is aggressive or violent.

Warning signals that a person may not be capable of consenting to sexual activity:

- A person demonstrates an inability to make sound judgments.
- A person's speech is slurred, they seem "out of it," they are stumbling, etc.
- A person is passed out.

The following are some suggestions and measures you can take as an active bystander to prevent sexual assault within our campus community:

- Set limits regarding alcohol consumption.
- Set limits regarding your sexual and interpersonal boundaries.
- Be aware of verbal and nonverbal cues that can alert you to a problem.
- Trust your feelings and acknowledge the warning signs that arise in social situations.
- Communicate what you want or do not want clearly.
- Spend time with people you trust and in areas where you are familiar with the surroundings.
- If you are in a potentially dangerous situation or see another person who may be at risk of danger, intervene by communicating clear and direct instructions to get the person out of harm.
- Go out in groups and set clear expectations for the social setting. For example, plan to depart for the outing together and everyone come home together.
- Be aware of how alcohol impairs your ability to consent to activities such as driving and sex.
- Respect the limits of others when it comes to alcohol consumption. If you witness someone intoxicated or consuming too much alcohol, intervene or delegate to their friends to intervene for you.
- Be aware of how alcohol and drugs affect someone's judgment and/or behavior. If a person is intoxicated, do not leave them alone, allow them to drive, or participate in risky behavior.
- Decrease the effects of alcohol by stopping drinking, drinking water, or eating food, and allow time to pass to let the effects wear off before driving, swimming, boating, or participating in risky behavior.
- Ask yourself if the person is capable of giving their consent based on their level of intoxication. If not, get them home safely or delegate to a trusted friend to get the person home.

Additional information regarding prevention, risk reduction, and awareness training is located in various sections of this report.

UT San Antonio Student Conduct and Community Standards

Student Conduct and Community Standards (210)458-4720, located in the Student Union, room 2.01.04, administers the disciplinary process using the Engagement, Personal Development, Interpersonal Development, and Community Membership (E.P.I.C.) Journey Sanctioning Model. This developmental approach to conduct is consistent with UT San Antonio's core values, including combining consistently

applied inactive sanctions, such as probation and deferred suspension, with active experiences to engage students, individually and collectively, in risk education and learning. This combination of sanctions provides a journey intended to transform the student's decision-making patterns.

By enrolling at the University of Texas at San Antonio, students, individually and collectively, neither lose the rights nor escape the responsibilities of citizenship. All students, individually and collectively, are expected to obey federal, state, and local laws; the Rules and Regulations of the Board of Regents of the University of Texas System; the rules and regulations of the University of Texas at San Antonio; and directives issued by a UT San Antonio administrative official in the course of their duties. A student who enrolls at the University is charged with the obligation to conduct themselves in a manner compatible with UT San Antonio's function as an educational institution. These expectations apply to students individually and collectively.

Consequently, conduct that interferes with the use or utilization of UT San Antonio's facilities by other persons may be sanctioned regardless of whether such conduct is specifically proscribed by the provisions of the Student Code of Conduct. The Student Code of Conduct can be found at <http://catalog.utsa.edu/policies/administrativepoliciesandprocedures/studentcodeofconduct>

Procedures for Individual Disciplinary Process

Student Code of Conduct – Sec. 401. Investigations and the Individual Student Disciplinary Process

- A. Upon receiving information that any student has allegedly violated Regents' Rules, University regulations, including this Policy, or administrative rules, the Student Code of Conduct and Community Standards shall investigate the alleged violation(s), determine whether to proceed with the charge(s), and if so, propose the appropriate sanction(s). Student Conduct and Community Standards may dismiss the allegation(s) as unfounded or summon the student alleged to have engaged in the violation(s). Student Conduct and Community Standards may proceed with the disciplinary process even if the student is subject to concurrent criminal or civil proceedings. Students will have the opportunity to appeal disciplinary action. Student violations of the University Free Speech Policy will follow procedures in this Policy. In cases where the alleged violation is sexual harassment, sexual misconduct, or sexual violence and where jurisdiction falls under the University's Equal Opportunity Services/Title IX Office, the investigatory and disciplinary processes are governed by the Sexual Misconduct Policy with the following exception. If it is determined the student respondent committed Prohibited Conduct under HOP 9.24 Policy and the matter was handled through the Appendix A procedure, Student Conduct and Community Standards will implement Section 402 of the Student Code of Conduct, and the complainant may also elect for a hearing. If either the complainant or the respondent elects a live hearing, the matter will proceed to a live hearing, with both parties being entitled to an advisor of their choosing. Both parties are to follow the procedures outlined in Section 501(2) of the Student Code of Conduct, with the exception of questions they pose to each other. Those questions (including any follow-up questions) will be provided to the hearing officer, and the hearing officer will ask the questions if relevant.
- B. Any student alleged to have engaged in violation(s) may be summoned by written request from Student Conduct and Community Standards to meet for the purpose of investigating and/or discussing the allegation(s). The written request shall specify a place for the meeting and a time at least three (3) days after the date of the written request if the request is sent by regular mail or at least two (2) days after the date of the request if the request is sent by e-mail or hand-delivered. The written request may be mailed to the address appearing in the Registrar's records, e-mailed to the

student at the e-mail address on record with the Registrar, or hand-delivered to the student. If the student fails to appear without good cause, as determined by Student Conduct and Community Standards, the latter may bar or cancel the student's enrollment or otherwise alter the status of the student until the student complies with the summons, or it may proceed to implement the disciplinary hearing procedures provided in Section 501, et seq of this Policy. The refusal of a student to accept delivery of the notice, the failure to maintain a current address or email address with the Registrar, or failure to read mail or e-mail shall not be good cause for the failure to respond to a summons.

- C. The purpose of the meeting is to allow Student Conduct and Community Standards to discuss, in furtherance of its investigation, the alleged incident(s)/violation(s) with the student. The student is provided the link to the *Student Code of Conduct* in the summons for this meeting. During the meeting, the student may request and receive a physical or electronic copy of the *Student Code of Conduct*.

Disposition of the Charges

Student Code of Conduct – Sec. 402. Disposition of the Charge(s)

The student alleged to have engaged in violation(s) must choose one of two decision-making approaches: (1) an administrative decision made by Student Conduct and Community Standards; or (2) a formal hearing.

- A. When the student elects not to dispute the facts upon which the charge(s) is/are based and agrees to the findings of responsibility and sanction(s) that Student Conduct and Community Standards assess, the student may execute a written waiver of the hearing procedures yet retain the right to appeal the decision of Student Conduct and Community Standards only on the issue of the sanction(s). This administrative disposition shall be final, and there shall be no subsequent proceedings regarding the charges(s).
- B. In any case where the accused student disputes the facts upon which the charge(s) is/are based and elects the formal hearing as the decision-making approach or refuses to execute a written waiver of a hearing, such charge(s) shall be heard and determined by a fair and impartial Hearing Officer. A Hearing Officer will be chosen in accordance with the procedures of the University.

Student Code of Conduct – Sec. 403 Emergency Action

- A. Pending a hearing or other disposition of the allegation(s) against a Respondent, the Dean may take immediate Emergency Action if they determine circumstances warrant immediate action to ensure the safety of any person and/or the University community. If Emergency Action is imposed prior to the Respondent having an opportunity to respond to the allegation(s) and potential threat as soon as practical after instituting the Emergency Action. Following this opportunity to respond to the allegation(s) and any potential threat, the Dean may remove the Emergency Action if warranted. If removal of the Emergency Action is not warranted, the Respondent will have an accelerated hearing unless the Respondent agrees to an Administrative Disposition. The accelerated hearing will generally be held within ten (10) days after the Emergency Action is taken; however, at the discretion of the Dean of Students, the 10-day period may be extended for a period not to exceed an additional ten (10) days. If removal of the Emergency Action is not warranted for an investigation within the Equal Opportunity Services/Title IX Office, the action will remain in effect through the final determination of responsibility in accordance with Section 401.

- B. As an alternative to a hearing of the charge(s) before a Hearing Officer, for a pending Student Conduct case, the Respondent may choose to have the charges disposed of in accordance with an administrative decision as set forth under procedures specified in Section 402.

Hearing

If the student chooses a formal hearing, the proceeding will be conducted in a manner consistent with the University of Texas at San Antonio's policies and procedurally transparent to the Respondent.

Student Code of Conduct – Sec. 501. Notice of Hearing

- A. Except in those cases where Emergency Disciplinary Action has been taken, Student Conduct and Community Standards shall give the Respondent at least ten (10) days' written notice of the date, time, and place for the hearing and the name of the Hearing Officer. The notice shall include a statement of charge(s) and a summary of evidence supporting the charge(s), the name of the person who will act as the Hearing Officer, and the date, time, and place of the hearing. The hearing shall be conducted in accordance with the following:
 - 1. Each party shall provide the other party with a list of witnesses, a brief summary of the testimony to be given by each, and a copy of the documents to be introduced at the hearing;
 - 2. Each party shall have the right to appear, make an opening and closing statement, present testimony of witnesses and documentary evidence, cross-examine witnesses (as permitted by the Hearing Officer), and be assisted by an advisor of choice. The advisor may be an attorney. If the Respondent's advisor is an attorney, Student Conduct and Community Standards' advisor may be an attorney from the Office of General Counsel of the System. An advisor may confer with and advise Student Conduct and Community Standards of the Respondent, but shall not be permitted to question witnesses, introduce evidence, make objections, or present arguments to the Hearing Officer;
 - 3. Live hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually.
 - 4. The hearing will be recorded. If either party desires to appeal the decision of the Hearing Officer in accordance with Section 701 of this Policy, the official record will consist of the recording of the hearing, the documents received in evidence, any investigation report and supporting evidence, and the decision of the Hearing Officer. The recording will be made available to any requesting party within three (3) days of the written request.
- B. At least ten (10) days prior to the date of the hearing, the University will provide the Respondent notice and all evidence obtained related to the allegation(s). The notice shall be delivered in person to the Respondent, emailed to the Respondent at the *myUTSA* e-mail address on record with the Registrar, or mailed to the Respondent at the address appearing in the Registrar's records. A notice sent by mail will be considered to have been received on the third day after the date of mailing. A notice sent via email will be considered to have been received on the day sent. The requirements of this paragraph shall not be applicable in any case where Emergency Disciplinary Action has been taken in accordance with Section 403.

Student Code of Conduct – Sec. 502. Postponement of Hearing

- A. Upon a showing of good cause by either the Respondent or Student Conduct and Community Standards, the Hearing Officer may postpone the hearing, or by agreement of the Respondent and Student Conduct and Community Standards.
- B. Requests for postponement shall be in writing to the Hearing Officer and shall set forth the facts upon which the party relies as constituting good cause.
- C. The application for postponement must be presented to the Hearing Officer and the opposing party in writing no later than the third day preceding the date specified for the hearing. Any application received after that date will be granted only in the case of extreme hardship or emergency.
- D. Upon granting a postponement, the Hearing Officer shall notify the Respondent and Student Conduct and Community Standards of the new date, time, and place for the hearing. It shall be the responsibility of the Respondent and Student Conduct and Community Standards to notify their respective witnesses accordingly. If the Respondent fails to appear, the Hearing will proceed with the benefit of the Respondent's presence.

Student Code of Conduct – Sec. 503. Challenge to the Hearing Officer

- A. The Respondent may challenge the impartiality of the Hearing Officer.
- B. The challenge must be made in writing and submitted to the Hearing Officer through Student Conduct and Community Standards at least three (3) days prior to the hearing. The reason or reasons upon which the challenge is based shall be set forth fully and shall be confined solely to the fairness and objectivity of the Hearing Officer.
- C. The Hearing Officer shall be the sole judge of whether they can serve with fairness and objectivity. In the event the Hearing Officer recuses themselves, a substitute will be chosen in accordance with the procedures of the University.

Student Code of Conduct – Sec. 504 Disclosure of Evidence

- A. In order that the case be fully developed for the benefit of the Hearing Officer, Student Conduct and Community Standards, and the Respondent shall be required to disclose to each other the names of the witnesses each expects to be present and actual copies of documents and other evidence relied upon.
- B. The parties are encouraged to exchange this information at the earliest practical time, but not later than five (5) days prior to the date of the hearing. Upon objection by the opposing party, witnesses or other evidence not so disclosed will be excluded by the Hearing Officer unless it is shown by the party offering same that the existence of the testimony to be given by the witness or the evidence offered was unknown to the offering party five (5) days prior to the date of the hearing and could not have been discovered by the use of reasonable diligence. If the hearing is an Accelerated Hearing as described in Section 403, this information should be provided at least three (3) days prior to the date of the hearing.
- C. The provisions of this section shall not prohibit either party from offering at the hearing evidence strictly in rebuttal to evidence offered by the other party.

Student Code of Conduct – Sec. 505. Authority of the Hearing Officer

The Hearing Officer is responsible for conducting the hearing in an orderly manner and controlling the conduct of the witnesses and participants in the hearing. The Hearing Officer shall rule on all procedural matters and on objections regarding exhibits and testimony of witnesses, may question witnesses, and is

entitled to have the advice and assistance of legal counsel from the Office of General Counsel of the System. At the discretion of the Hearing Officer, one or more commissioned peace officers from the police department of the University shall be available throughout the hearing to enforce the orders and rulings of the Hearing Officer, control admission to the hearing, and perform such other duties as the hearing may require.

Student Code of Conduct – Sec. 507. Order of Proceedings

- A. The hearing shall be called to order and shall proceed in the following manner:
 1. The Hearing Officer shall read the charge(s) against the Respondent, explain the rights of the parties, and entertain questions from either party concerning the procedures to be followed;
 2. Student Conduct and Community Standards shall proceed to present evidence in support of the charge(s);
 3. The Respondent shall present evidence in support of their defense to the charge(s);
 4. Each party may then present rebuttal evidence;
 5. Argument may then be presented by each party and;
 6. Student Conduct and Community Standards may recommend a sanction(s) to be assessed by the Hearing Officer. The recommendation may be based upon the past practice of the University for violations of a similar nature, the past disciplinary record of the Respondent, and/or other factors deemed relevant by Student Conduct and Community Standards. The Respondent shall be entitled to respond to the recommendation of Student Conduct and Community Standards. In making the sanctioning decision, the Hearing Officer will take into consideration any mitigating or aggravating factors.
- B. A Respondent who fails to appear in person at their disciplinary hearing shall remain accountable. The hearing will be held without the Respondent's presence, and a decision will be rendered by the Hearing Officer.

Student Code of Conduct – Sec. 510. Evidence

- A. The term "evidence" refers to the means by which alleged facts are either proved or disproved. It includes the testimony of witnesses and documentary or objective exhibits offered by the parties.
- B. Either party may object to the admission of evidence upon any grounds it deems appropriate. The Hearing Officer shall rule upon such objections and either admit or exclude the objectionable evidence.
- C. Evidence which is irrelevant, immaterial, or unduly repetitious will be excluded by the Hearing Officer upon objection of either party.
- D. Documents, letters, writings, pictures, drawings, or objects a party plans to offer in evidence shall first be given to the Hearing Officer to be marked and identified as the exhibit of that party and listed by the Hearing Officer. After being marked and identified, each exhibit shall be shown to the opposing party. Unless the opposing party disputes the authenticity of the exhibit or has no knowledge with respect thereto, the exhibit may be offered without authentication; however, the exhibit may be objected to on grounds other than authenticity.

Student Code of Conduct – Sec. 512. Decision of the Hearing Officer

Within fourteen (14) days of the hearing, the Hearing Officer shall render and send to the Dean and the Respondent a written decision that contains findings of fact and a conclusion as to whether the Respondent is responsible for the violation(s) as charged. Upon a finding of responsibility, the Hearing Officer shall assess one or more of the sanctions specified in Sections 301 and/or 303 of this Policy.

Sanctions

Student Code of Conduct – Sec. 301. Authorized Disciplinary Sanctions

Any one or more of the actions listed below may be imposed upon a Student individually or collectively who has engaged in conduct that violates a rule, regulation, or administrative order of the University, including this Policy, a provision of the Regents' Rules of the System, or a federal, state, or local law. Sanctions may be imposed for prohibited conduct as enumerated in this Policy, including (where applicable) conduct that occurs off campus, including but not limited to University off-campus activities such as field trips, internships, rotations, or clinical assignments, regardless of whether civil or criminal penalties are also imposed for such conduct. The disciplinary actions assessed in a particular case will be dependent upon the nature of the conduct involved, the circumstances and conditions which existed at the time the Student, individually or collectively, engaged in such conduct, and the results which followed as a natural consequence of such conduct. Additional student group sanctions are listed in Section 706.

1. Disciplinary warning;
2. Disciplinary probation;
3. Withholding grades, official transcript, or degree;
4. Bar against readmission, or drop from current enrollment, and bar against readmission;
5. Restitution or reimbursement for damage to or misappropriation of University or System property;
6. Suspension of rights and privileges, including participation in athletic or extracurricular activities;
7. Failing grade for an examination or assignment or for a course, and/or cancellation of all or any portion of prior course credit;
8. Suspension from the University for a specified period of time;
9. Expulsion (permanent separation from the University);
10. Educational programs;
11. Revocation of degree, denial of degree, and/or withdrawal of diploma;
12. Deferral of sanction; or
13. Other sanction(s) as deemed appropriate under the circumstances.

Student Code of Conduct – Sec. 303. Authorized Academic Sanctions

- A. A Faculty member, Student Conduct and Community Standards, or a Hearing Officer may impose one or more of the following sanctions for Academic Dishonesty:
 1. Written warning that further Academic Dishonesty violations may result in a more severe sanction;
 2. No credit, or reduced credit for the paper, assignment, or test in question;
 3. Retaking of the examination or resubmission of the assignment; or
 4. Failing grade or reduce final grade for the course.
- B. Student Conduct and Community Standards, with approval of the student's academic dean, may assign an academic sanction for violation of a University policy concerning Academic Dishonesty to a student who fails without good cause to appear for a meeting or formal hearing.
- C. A student who is in violation of University regulations concerning Academic Dishonesty may also be subject to one or more of the sanctions in Section 301.

Appeal Process

Student Code of Conduct – Sec. 701. Right to Appeal

- A. A Respondent may appeal a disciplinary sanction assessed by Student Conduct and Community Standards in accordance with Section 702 below.
- B. Either the Respondent or Student Conduct and Community Standards may appeal the decision of the Hearing Officer in accordance with Section 703 below.

Student Code of Conduct – Sec. 702. Appeal of Sanction(s) Assessed by Student Conduct and Community Standards

- A. A written appeal of the sanction(s) assessed by Student Conduct and Community Standards is available only on the grounds that the sanction(s) imposed is/are inappropriate and/or not commensurate with the circumstances. The written appeal must be sent to the Provost or their designee with a copy to Student Conduct and Community Standards. The appeal must be stamped as received by the Provost or their designee no later than fourteen (14) days after the Respondent has been notified of the sanction(s) assessed by Student Conduct and Community Standards. Student Conduct and Community Standards may, but is not required to, submit a response to the appeal, which must be received by the Provost or their designee no later than seven (7) days after receipt of the appeal, with a copy to the Respondent.
- B. An appeal of the sanction(s) assessed by Student Conduct and Community Standards will be reviewed solely on the basis of the written arguments of the Respondent and Student Conduct and Community Standards.
- C. The decision of the Provost or their designee shall be communicated in writing to the Respondent and Student Conduct and Community Standards within thirty (30) days after the appeal, any response, and any related documents have been received.
- D. The decision of the Provost or their designee shall be final and non-appealable.

Student Code of Conduct – Sec. 703. Appeal of Decision of Hearing Officer

- A. A written appeal of the decision of the Hearing Officer is available on any of the following grounds:
 - 1. The sanction(s) imposed is/are inappropriate and/or not commensurate with the circumstances;
 - 2. A procedural irregularity affected the outcome of the matter;
 - 3. There is new evidence that was not reasonably available at the time of the determination regarding responsibility that could affect the outcome of the matter; or
 - 4. Student Conduct and Community Standards, investigator(s), or Hearing Officer had a conflict of interest or bias for or against a party (generally, or specifically in this matter) that affected the outcome of the matter.
- B. The written appeal must be sent to the Provost or their designee with a copy to the other party. The appeal must be stamped as received by the Provost or their designee no later than fourteen (14) days after the appealing party has been notified of the decision of the Hearing Officer. The non-appealing party may, but is not required to, submit a response to the appeal within seven (7) days of receipt of the appeal. For purposes of calculating deadlines, the date that an appealing party received a copy of the Hearing Officer's decision is three (3) days after the date the document was sent by mail to the recipient or, if emailed to the recipient, the day the email was sent.

- C. Student Conduct and Community Standards will submit the record from the hearing to the Provost or their designee as soon as it is available to Student Conduct and Community Standards. The Provost or their designee may, at their own discretion, entertain oral argument in an appeal from the decision of the Hearing Officer.
- D. The action of the Provost or their designee shall be communicated in writing to the Respondent and Student Conduct and Community Standards within thirty (30) days after the appeal, any response, and any related documents have been received.
- E. The Provost or their designee may approve, reject, or modify the decision in question, or may require the original hearing be reopened for the presentation of additional evidence and reconsideration of the decision.
- F. The decision of the Provost or their designee shall be final and non-appealable.

Student Code of Conduct – Sec. 704. Effect of Appeal Upon Disciplinary Action

- A. An appeal of the decision of the Hearing Officer or of a sanction assessed by Student Conduct and Community Standards shall suspend the imposition of the prescribed disciplinary action pending final disposition of the appeal.
- B. If upon final disposition of any case in which the action has been suspended during appeal, the Provost or their designee, whose decision becomes final, finds the original action can no longer be imposed because of passage of time, may specify a new period of time for which the original action will be imposed, or in any case where imposition of the original action will no longer be effective because of a change in the status of the Student involved, the Provost or their designee shall prescribe a substitute disciplinary action deemed appropriate to the conduct involved.
- C. Disclosure to Victims. Upon receiving a written request, the University may disclose to an alleged victim of crime of violence or a non-forcible sex offense (as those terms are defined in [34 C.F.R. 99.39](#)), the final results of any disciplinary proceeding conducted by the University against the alleged perpetrator of such crime or offense with respect to such crime or offense, regardless of whether the alleged perpetrator was found responsible for violating the University's rules or policies with respect to such crime or offense. If the alleged victim is deceased, the disposition of records is a matter of state laws regarding inheritance, and the next of kin or estate of the deceased victim shall be treated as the alleged victim for purposes of this paragraph.

Prohibition of Hazing

Under state law ([§37.151 through 37.157](#) and [51.936](#), Texas Education Code), individuals or organizations engaging in hazing could be subject to fines and charged with a criminal offense.

According to law, a person can commit a hazing offense not only by engaging in a hazing activity but also by soliciting, directing, encouraging, aiding, or attempting to aid another in hazing; by intentionally, knowingly, or recklessly allowing hazing to occur; or by failing to report in writing to the [Dean of Students](#) firsthand knowledge that a hazing incident is planned or has occurred. The fact that a person consented to or acquiesced in a hazing activity is not a defense to prosecution for hazing under the law.

In an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event to the Dean of Students and immunizes that person from participation in any judicial proceeding resulting from that report.

The penalty for failure to report hazing activities is a fine not to exceed \$2,000, up to 180 days in jail, or both. Penalties for other hazing offenses vary according to the severity of the injury that results; they range from

individual fines of \$2,000 and/or up to 180 days in jail to individual fines of up to \$10,000 and/or a state jail term of not less than 180 days or more than two years. Organizational penalties include fines of not less than \$5,000 or more than \$10,000. If the organizational hazing activity resulted in personal injury, property damage, or other loss, the penalty is a fine of not less than \$5,000 or more than double the amount lost or expenses incurred because of the injury, damage, or loss.

The law defines hazing as any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution. Hazing includes, but is not limited to:

1. any type of physical brutality, such as whipping, beating, striking, branding, electric shocking, placing of a harmful substance on the body, or similar activity;
2. any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
3. any activity involving the consumption of food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the student to an unreasonable risk or harm or which adversely affects the mental or physical health of the student;
4. any activity that intimidates or threatens the student with ostracism; that subjects the student to extreme mental stress, shame, or humiliation; that adversely affects the mental health or dignity of the student or discourages the student from entering or remaining registered in an educational institution; or that may reasonably be expected to cause a student to leave the organization or the institution rather than submit to acts described in this section;
5. any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code.

Activities that under certain conditions constitute acts that are dangerous, harmful, or degrading, in violation of subsection 202(A)(10) of the Student Code of Conduct, including, but not limited to:

- calisthenics, such as sit-ups, push-ups, or any other form of physical exercise;
- total or partial nudity at any time;
- the eating or ingestion of any unwanted substances;
- the wearing or carrying of any obscene or physically burdensome article;
- paddle swats, including the trading of swats;
- pushing, shoving, tackling, or any other physical contact;
- throwing oil, syrup, flour, or any harmful substance on a person;
- rat court, kangaroo court, or other individual interrogation;
- forced consumption of alcoholic beverages either by threats or peer pressure;
- lineups intended to demean or intimidate;
- transportation and abandonment (road trips, kidnaps, walks, rides, drops);
- confining individuals in an area that is uncomfortable or dangerous (hot box effect, high temperature, too small);
- any type of personal servitude that is demeaning or of personal benefit to the individual members;
- wearing of embarrassing or uncomfortable clothing;
- assigning pranks such as stealing, painting objects, or harassing other organizations;
- intentionally messing up the house or a room for clean-up;

- demeaning names;
- yelling and screaming; and
- requiring boxing matches or fights for entertainment.

In an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event to the Dean of Students and immunizes that person from participation in any judicial proceeding resulting from that report.

State law does not affect or in any way restrict the right of UT San Antonio to enforce its own rules against hazing, and the University may take disciplinary action for conduct that constitutes hazing regardless of whether public authorities prosecute students under state law.

Recently passed legislation known as the [Stop Campus Hazing Act](#) provides the following Federal definition of hazing and provides a definition of student organization to be used for counting and classifying hazing for Clery reporting purposes.

The term “hazing”, for purposes of reporting statistics on hazing incidents...means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as physical preparation necessary for participation in an athletic team), of physical or psychological injury, including -
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
- A student organization is defined as “an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

Report Hazing

According to law, a person can commit a hazing offense not only by engaging in a hazing activity but also by soliciting, directing, encouraging, aiding, or attempting to aid another in hazing; by intentionally, knowing, or recklessly allowing hazing to occur; or by failing to report in writing to the Dean of Students firsthand

knowledge that a hazing incident is planned or has occurred. The fact that a person consented to or acquiesced in hazing activity is not a defense to prosecution for hazing under the law.

In an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event to the Dean of Students and immunizes that person from participation in any judicial proceeding resulting from that report.

Report hazing by visiting the Student Involvement Center or by filling out the [Student Organization Form](#).

Student Code of Conduct – Sec. 705. Investigations and the Student Group Disciplinary Process

- A. When Student Conduct and Community Standards receives information that an organization has allegedly violated a Regents' Rule, University regulation, or administrative rule, they shall investigate the alleged violation(s), determine whether to proceed with the charge(s), and if so, impose the appropriate sanction(s). Student Conduct and Community Standards may dismiss the allegation(s) as unfounded or summon per Section 104 of this policy, the Student group representative(S) alleged to have engaged in the violation(s). Student Conduct and Community Standards may proceed with the disciplinary process per Section 103 of this policy even if the Student Group is subject to concurrent criminal or civil proceedings.
- B. Notwithstanding any other provision of this chapter, the Dean of Students or the President of the University may take immediate disciplinary action, pending a meeting, against an organization that violates a rule or regulation of the University or the University of Texas System when, in the opinion of the official, the interest of the University or the University of Texas System would be served by interim action.

Student Code of Conduct – Sec. 708. Investigation and the Student Group Disciplinary Process

In accordance with Sections 101, 103, and 104 of this policy;

- A. Upon receiving information that a Student Group has allegedly violated Regents' Rules, University regulations, including this Policy, or administrative rules, Student Conduct and Community Standards shall investigate the alleged violation(s), determine whether to proceed with the charge(s), and if so, impose the appropriate sanction(s). Student Conduct and Community Standards may dismiss the allegation(s) as unfounded or summon the Student Group alleged to have engaged in the violation(s). Student Conduct and Community Standards utilizes the preponderance of the evidence (i.e., whether it is more likely than not the violation(s) occurred).
- B. Student Conduct and Community Standards shall notify and summon the Student Group alleged to have engaged in the violation(s) via communication with any authorized representative of the Student Group to a meeting specifying a place for the meeting and a time at least three (3) days after the date of the written request if the request is sent regular mail, or at least two (2) days after the date of the request if the request is sent by e-mail or hand delivered. If the student fails to appear without good cause, as determined by Student Conduct and community Standards, the latter may bar or cancel the individual student representative's enrollment or otherwise alter the status of the student until the student complies with the summons. The refusal of a student representative to accept delivery of the notice, the failure to maintain a current address or email address with the Registrar, or failure to read mail or e-mail shall not be good cause for the failure to respond to a summons.
- C. The purpose of the meeting is to allow Student Conduct and Community Standards to discuss, in furtherance of its investigation, the alleged incident(s)/violation(s) with the student representative. The student representative is provided the link to the *Student Code of Conduct* in the summons for

this meeting. During this meeting, the student representative may request and receive a physical or electronic copy of the *Student Code of Conduct*.

- D. Subsequent to the meeting, Student Conduct and Community Standards shall provide a written decision to the student representative concisely describing the findings, identifying the allegations with specification of violation(s) and those with no violation(s) found. For any violation(s) found, the sanction(s) imposed shall be specified. Finally, the student representative shall be advised of the groups right to appeal.

Student Code of Conduct – Sec. 709. Student Group Appellate Process

- A. A student group may appeal in writing to the Dean of Students or their designee.
- B. An authorized representative of the Student Group must provide their written appeal to the Dean of Students or their designee with a copy to Student Conduct and Community Standards.
- C. The written appeal must be received by the Dean of Students or their designee no later than ten (10) days after the appealing party has been notified of the decision of Student Conduct and Community Standards.
- D. If the written decision of Student Conduct and Community Standards is sent between semesters, the appeal is due on the tenth day of the following semester.
- E. The action of the Dean of Students or their designee shall be communicated in writing to the Student Group representative and Student Conduct and Community Standards within fourteen (14) days after the appeal has been received.
- F. The Dean of Students or their designee may approve, reject, or modify the decision in question.
- G. The decision of the Dean of Students or their designee shall be final and non-appealable.

Related Statutes, Policies, Requirements, or Standards

[Education Code, Chapter 51, Subchapter Z: Miscellaneous Provisions §51.936 and Chapter 37, Subchapter F: Hazing §37.151-157](#)

[Education Code, Chapter 51, Subchapter Z: Disruptive Activities §51.936 and 31.123 \(b\).](#)

[Regents' Rules and Regulations, Rule 50101 Student Conduct and Discipline](#)

[UT System Office of General Counsel Model Policy, Student Conduct and Discipline](#)

[UTSA Student Policies, UTSA Student Code of Conduct](#)

[Federal Anti-Hazing Law: Stop Campus Hazing Act](#)

Title IX Requirements

Title IX prohibits discrimination based on sex in education programs or activities operated by recipients of Federal financial assistance. Sexual Harassment of students, which includes acts of sexual violence such as sexual assault, dating violence, domestic violence, and stalking, is a form of sex discrimination prohibited by Title IX. Title IX requires The University of Texas at San Antonio to take immediate action to eliminate harassment, prevent its recurrence, and address its effects. The Title IX Coordinator is responsible for the administrative investigation of claims of Sexual Harassment and sexual violence (sexual assault, dating violence, domestic violence, and stalking) and ensuring there are appropriate grievance procedures for prompt and equitable resolution of student sex discrimination complaints. The university's Title IX

investigation is different from a law enforcement criminal investigation, and a law enforcement investigation does not relieve the University of its independent Title IX obligations to investigate conduct. Title IX investigations and hearings are conducted by university officials who receive annual training related to dating violence, domestic violence, sexual assault, and stalking, and on how to conduct an investigation and hearing process.

Handbook of Operating Procedures – 9.24 Sexual Harassment and Sexual Misconduct Policy

I. Policy Statement

The University of Texas at San Antonio (the University) is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in education programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act), Violence Against Women Act (VAWA), and Clery Act. Sexual Misconduct, Retaliation, and other conduct prohibited under this Policy will not be tolerated and will be subject to disciplinary action.

The University will strive to promptly begin the complaint resolution process, adjudicate the complaint, as appropriate, and discipline any individuals or organizations within its control who violate this Policy. Prompt reporting of incidents that could constitute violations of this Policy must be made to the Title IX Coordinator (as outlined in Section IX of this Policy).

Freedom of speech and principles of academic freedom are central to the mission of institutions of higher education. Constitutionally protected expression cannot be considered Sexual Misconduct under this Policy.

II. Rationale

This Policy addresses Sexual Harassment (including sexual violence), Sexual Misconduct, domestic violence, dating violence, and stalking regardless of where it occurs, including both on and off University property, if it potentially affects the alleged Complainant's educational program, activities, or employment. The Policy complies with governing laws, regulations, and guidance.

III. Scope

This Policy applies to all University administrators, faculty, staff, students, and third parties within the University's control, including visitors and applicants for admission or employment. It applies to conduct that occurs on University-owned or controlled premises; in an educational program or activity, including University-sponsored or supported events; buildings owned or controlled by student organizations officially registered with the University, or off campus when the conduct potentially affects a person's education, education-related activity or employment with the University; or that potentially poses a risk of harm to members of the University community. It also applies regardless of the gender, gender identity, or sexual orientation of the parties.

Prohibited Conduct under this Policy includes Sexual Misconduct (which includes Sex Discrimination, Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Stalking, and Other Inappropriate Sexual Conduct); Sexual Exploitation; Retaliation; Failure to Report (for a Responsible Employee); and False Information and False Complaints. Violations of Prohibited Conduct under this Policy will be adjudicated in accordance with this Policy.

IV. Website Address for this Policy

<http://www.utsa.edu/hop/chapter9/9.24.html>

V. Related Statutes, Policies, Requirements or Standards

- A. Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681–1688, and its implementing regulations at [34 C.F.R. Part 106](#)
- B. Title VII of the Civil Rights Act of 1964, [42 U.S.C. " 2000e-2000e-17](#), and its implementing regulations at [29 C.F.R. Part 1604](#)
- C. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery), [20 U.S.C. ' 1092\(f\)](#) and its implementing regulations at [34 C.F.R. ' 668.46](#)
- D. Family Educational Rights and Privacy Act (FERPA), [20 U.S.C. ' 1232g](#), and its implementing regulations at [34 C.F.R. Part 99](#)
- E. Texas Education Code, Chapter 51, Subchapter [E-2: Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking '51.251-51.259](#)
- F. Texas Education Code, Chapter 51, Subchapter E-3: [Sexual Harassment, Sexual Assault, Dating Violence, and Stalking, Sections 51.281-51.291](#)
- G. [Texas Code of Criminal Procedures, Chapter 56A, Request for Forensic Medical Examination, Art. 56A.251](#)
- H. [Texas Code of Criminal Procedures, Chapter 56A, Presence of Sexual Assault Program Advocate, Art. 56A.351](#)
- I. Texas Code of Criminal Procedures, [Chapter 58, Designation of Pseudonym; Pseudonym Form, Art. 58.102](#)
- J. Texas Code of Criminal Procedures, [Chapter 58, Victim Information Confidential, Art. 58.103](#)
- K. Regents' Rules and Regulations, [Rule 30105](#) Sexual Harassment, Sexual Misconduct, and Consensual Relationships
- L. Regents' Rules and Regulations, [Rule 31008](#) Termination of a Faculty Member
- M. Regents' Rules and Regulations, [Rule 30103](#) Standards of Conduct
- N. University of Texas Systemwide Policy [UTS 184](#), Consensual Relationships
- O. UTSA [Handbook of Operating Procedures \(HOP\) 2.13](#), Termination and Nonreappointment of a Tenured or Tenure-Track Faculty Member
- P. UTSA [HOP 3.03](#), Discipline and Dismissal of Classified Employees
- Q. UTSA [HOP 9.01](#), Nondiscrimination
- R. [UTSA Faculty Code of Ethics](#)
- S. [UTSA Student Code of Conduct](#)

VI. Contacts

If you have any questions about HOP policy 9.24, Sexual Harassment and Sexual Misconduct, contact the following office:

Equal Opportunity Services and Title IX Office
(210) 458-4120
eos.office@utsa.edu

VII. Definitions¹

- A. **Coercion** - The use of unreasonable pressure to compel another individual to initiate or continue sexual activity against an individual's will. Coercion can include a wide range of behaviors, including psychological or emotional pressure, physical or emotional threats, intimidation, manipulation, or blackmail that causes the person to engage in unwelcome sexual activity. A person's words or conduct are sufficient to constitute coercion if they eliminate a reasonable person's freedom of will and ability to choose whether or not to engage in sexual activity.
- B. **Complainant** - The individual who alleges or is alleged to be the victim of any prohibited conduct under this Policy.
- C. **Confidential Employees** - Confidential Employees include counselors and health care providers at Wellness 360 (UTSA's student health services), or clergypersons. Additionally, employees who receive information regarding an incident of Sexual Misconduct under circumstances that render the employee's communications confidential or privileged under other law (such as attorneys) are also considered "Confidential Employees." The University has designated the counseling center providers and health providers at Wellness 360, PEACE Center (Campus Advocate) and Student Assistance Services, as confidential employees. However, all employees designated as Campus Security Authorities (CSAs) under the Clery Act must follow Clery reporting processes as well.
1. **Note:** Under state law, Confidential Employees who receive information regarding incidents of Sexual Harassment, sexual assault, dating violence, or stalking committed by or against a student or an employee of the University are required to report the **type of incident** to the Title IX Coordinator (or Deputy Coordinator(s)). Confidential Employees may not include any information that would violate a student's expectation of privacy. The Confidential Employee's duty to report an incident under any other law also applies. At the University, Confidential Employees report the type of incident to the Title IX Coordinator on a monthly basis using a reporting form.
- D. **Consent** - A voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity. Consent to one act does not imply consent to another act. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person. Consent can be withdrawn at any time. Any expression of an unwillingness to engage in any instance of sexual activity establishes a presumptive lack of consent.
1. Consent is not effective if it results from:
 - 2.1 the use of physical force;
 - 2.2 a threat of physical force;
 - 2.3 intimidation;
 - 2.4 coercion;
 - 2.5 incapacitation; or
 - 2.6 any other factor that would eliminate an individual's ability to exercise the individual's own free will to choose whether or not to have sexual activity.

¹ The definitions provided in the main body of the Policy are the definitions adopted by the University. When applicable, the state law definitions have been included. In any criminal action brought by law enforcement, the state law definition will apply.

2. A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity.
 3. The definition of consent for the crime of sexual assault in Texas can be found in Section 22.011(b) of the Texas Penal Code²
- E. **Dating Violence**³ - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
1. The existence of such a relationship shall be determined based on the consideration of the following factors:
 - 2.1 The length of the relationship;
 - 2.2 The type of relationship, and
 - 2.3 The frequency of interaction between the persons involved in the relationship.
 2. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence
- F. **Domestic (Family) Violence**⁴ - includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim, under the domestic or family violence laws of the state of Texas, including the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who

² Texas Penal Code, Section 22.011(b) states that a sexual assault is without consent if: (1) the actor compels the other person to submit or participate by the use of physical force or violence; (2) the actor compels the other person to submit or participate by threatening to use force or violence against the other person, and the other person believes that the actor has the present ability to execute the threat; (3) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist; (4) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it; (5) the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring; (6) the actor 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 or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat.

³ Dating Violence is defined by the Texas Family Code, Section 71.0021 as: (a) an act, other than a defensive measure to protect oneself, by an actor that: (1) is committed against a victim: (A) with whom the actor has or has had a dating relationship; or (B) because of the victim's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and (2) is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault. (b) For purposes of this title, "dating relationship" means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of: (1) the length of the relationship; (2) the nature of the relationship; and (3) the frequency and type of interaction between the persons involved in the relationship. (c) A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a "dating relationship" under Subsection (b). Texas Penal Code, Section 22.01 provides the criminal penalties associated with Dating Violence.

⁴ Family Violence is defined by the Texas Family Code Section 71.004 as: (1) an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself; (2) abuse, as that term is defined by Sections 261.001(1)(C), (E), and (G), by a member of a family or household toward a child of the family or household; or (3) dating violence, as that term is defined by Section 71.0021. Texas Penal Code Section 22.01 provides the criminal penalties associated with Domestic (Family) Violence.

1. is a current or former spouse or intimate partner of the victim, or a person similarly situated to a spouse of the victim;
 2. who shares a child in common with the victim;
 3. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; or
 4. commits acts against an adult or youth victim who is protected from those acts under the domestic or family violence laws of the state of Texas.
- G. **Economic Abuse** - In the context of domestic violence and dating violence definitions, means behavior that is coercive, deceptive, or unreasonably controls or restrains a person's ability to acquire, use, or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to
1. Restrict a person's access to money, assets, credit, or financial information;
 2. Unfairly use a person's personal economic resources, including money, assets, and credit, for one's own advantage; or
 3. Exert undue influence over a person's financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianship, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has a fiduciary duty.
- H. **Hostile Environment** - exists when Sexual Misconduct is sufficiently severe or pervasive to deny or limit the individual's ability to participate in or benefit from an education program or activity or an employee's terms and conditions of employment.⁵ A hostile environment can be created by anyone (e.g., administrators, faculty members, employees, students, and University visitors) involved in an education program or activity or work environment.
1. In determining whether Sexual Misconduct has created a hostile environment, the University considers the conduct in question from both a subjective and objective perspective. To determine that such conduct created or contributed to a hostile environment, the University must also find that a reasonable person in the individual's position would have perceived the conduct as undesirable or offensive.
 2. To ultimately determine whether a hostile environment exists for an individual or individuals, the University may consider a variety of factors related to the severity, persistence, or pervasiveness of the Sexual Misconduct, including:
 - 2.1 the type, frequency, and duration of the conduct;
 - 2.2 the identity and relationships of the persons involved;
 - 2.3 the number of individuals involved;
 - 2.4 the location of the conduct;
 - 2.5 the context in which the conduct occurred; and
 - 2.6 the degree to which the conduct affected an individual's education or employment.
 3. The more severe the Sexual Misconduct, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the Sexual Misconduct is not particularly severe.

⁵ Depending on the facts of a particular case, the University may investigate claims of hostile work environment under this Policy or another applicable policy.

- I. **Incapacitation** - Incapacitation is the inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless, either voluntarily or involuntarily, or the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring. An individual may be incapacitated if they are unaware at the time of the incident of where they are, how they got there, or why or how they became engaged in a sexual interaction.
1. When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence or impaired by the use of the drug. Alcohol and other drugs impact each individual differently, and determining whether an individual is incapacitated requires an individualized determination.
 2. After establishing that a person is in fact incapacitated, the University asks two questions:
 - 2.1 Did the person initiating sexual activity know that the other party was incapacitated? And if not,
 - 2.2 Should a sober, reasonable person in the same situation have known that the other party was incapacitated?
 3. If the answer to either of these questions is “YES,” consent was absent, and the conduct is likely a violation of this Policy.
 4. A Respondent will be found to have violated policy only if the Respondent knew or should have known that the person was incapacitated.
- J. **Intimidation** - Unlawfully placing another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- K. **Other Inappropriate Sexual Conduct** - Conduct on the basis of sex that does not meet the definition of “Sexual Harassment” under this Policy, but is
1. If verbal conduct (including through electronic means), unwanted statements of a sexual nature intentionally stated to a person or group of people, that are objectively offensive to a reasonable person and also so severe or pervasive that they created a Hostile Environment, as defined in this Policy. The type of verbal conduct (if all other elements are met) may include, but is not limited to:
 - 1.1 Unwelcome romantic, flirtatious, or sexual advances (including explicit or implicit proposition(s) of sexual contact or activity);
 - 1.2 Requests for sexual favors (including overt or subtle pressure);
 - 1.3 Gratuitous comments about an individual’s sexual activities or speculation about an individual’s sexual experiences;
 - 1.4 Gratuitous comments, jokes, questions, anecdotes, or remarks of a sexual nature about clothing or bodies;
 - 1.5 Persistent, unwanted sexual or romantic attention;
 - 1.6 Deliberate, repeated humiliation or intimidation.
 2. If physical conduct, conduct that is objectively offensive to a reasonable person and also so severe or pervasive that it created a Hostile Environment, as defined in this Policy. The type of physical conduct (if all other elements are met) may include, but not limited to:
 - 2.1 Unwelcome intentional touching of a sexual nature;
 - 2.2 Deliberate physical interference with or restriction of movement or

- 2.3 Exposure to sexually suggestive visual displays such as photographs, graffiti, posters, calendars or other materials; or
- 2.4 Consensual sexual conduct that is unprofessional and inappropriate and creates a Hostile Environment.
- 2.5 Whether or not the unprofessional or inappropriate conduct is sexual in nature will be determined by examining the totality of the circumstances, whether a reasonable person subjected to the conduct would construe the conduct as sexual in nature, and whether the individual subjected to the conduct construed it as sexual in nature.
- L. **Participants** - The term “participants” includes the University representative, Complainant, Respondent, and any witnesses.
- M. **Parties** - The term “parties” refers to the “Complainant” and the “Respondent” under this Policy.
- N. **Preponderance of the Evidence** - The greater weight of the credible evidence. Preponderance of the evidence is the standard for determining allegations of prohibited conduct under this Policy. This standard is satisfied if the action is deemed more likely to have occurred than not.
- J. **Respondent** - The individual who has been reported to be the perpetrator of prohibited conduct under this Policy. [For UT-affiliated K-12 schools (e.g., charter schools), a parent or legal guardian of a Respondent may act on behalf of the Respondent.]
- O. **Responsible Employee** - A University employee who has the duty to report incidents of, and information reasonably believed to be, Sexual Misconduct to the Title IX Coordinator. All employees are Responsible Employees except Confidential Employees or police officers when a victim uses a pseudonym form (as outlined in Section IX(B)-(C) of this Policy). Responsible Employees include all administrators, faculty, staff, resident life directors and advisors, and graduate teaching assistants. Responsible Employees must report all known information concerning the incident to the EOS/Title IX Office (Title IX Coordinator), and may include whether a Complainant has expressed a desire for confidentiality in reporting the incident.
- P. **Retaliation** - Any adverse action (including, but not limited to, intimidation, threats, coercion, harassment, or discrimination) taken against someone because the individual has made a report or filed a Formal Complaint; or who has supported or provided information in connection with a report or a Formal Complaint; participated or refused to participate in a Grievance Process under this Policy; or engaged in other legally protected activities.
- Q. **Sex Discrimination** - Occurs when an individual is treated less favorably on the basis of that person’s sex (including gender), which may also include on the basis of sexual orientation, gender identity, or expression, pregnancy or pregnancy-related condition, or a sex stereotype. Sexual Harassment, as defined in this Policy, is a form of sex discrimination.
- R. **Sexual Assault**⁶ - An offense that meets the definition of rape, fondling, incest, or statutory rape:

⁶ Sexual Assault is defined by Texas Penal Code, Section 22.011 as intentionally or knowingly: a) Causing the penetration of the anus or sexual organ of another person by any means, without that person’s consent; or b) Causing the penetration of the mouth of another person by the sexual organ of the actor, without that person’s consent; or c) Causing 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.

1. *Rape*: The causing of penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 2. *Fondling*: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of the individual's age or because of the individual's temporary or permanent mental incapacity.
 3. *Incest*: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 4. *Statutory Rape*: Sexual intercourse with a person who is under the statutory age of consent.
- S. **Sexual Exploitation** - Conduct where an individual takes non-consensual or abusive sexual advantage of another for their own benefit, or to benefit anyone other than the one being exploited. Examples of sexual exploitation include, but are not limited to, engaging in sexual voyeurism; forwarding of pornographic or other sexually inappropriate material by email, text, or other channels to non-consenting students/groups/other individuals; the intentional removal of a condom or other contraceptive barrier during sexual activity without the consent of a sexual partner; limited to, threatening to "out" someone based on sexual orientation, gender identity, or gender expression; threatening to harm oneself if the other party does not engage in the sexual activity; threatening to disclose someone's highly personal images; threatening to disclose sensitive details about one's sexual preferences, habits, and/or experiences; and threatening to expose someone's prior sexual activity to another person; and any activity that goes beyond the boundaries of consent, such as recording the sexual activity, letting others watch consensual sex, or knowingly transmitting a sexually transmitted infection (STI) or sexually transmitted disease (STD) to another.
- T. **Sexual Harassment** - Conduct on the basis of sex that satisfies one or more of the following:
1. Quid pro quo: An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
 3. "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined in this Policy.
 - 3.1 Subsections (1) and (3) in this definition are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access, because such conduct is sufficiently serious to deprive a person of equal access. Therefore, any instance of quid pro quo, Sexual Harassment, and any instance of sexual assault, dating violence, domestic violence, and stalking are considered Sexual Harassment under this Policy.
- U. **Sexual Misconduct** - This term is broadly defined to encompass Sex Discrimination, Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Stalking, Sexual Exploitation, and Other Inappropriate Sexual Conduct.
- V. **Sexual Violence** - Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. The term includes, but is not limited to, rape, sexual assault, sexual battery, sexual coercion, sexual abuse, indecency with a child, and/or aggravated sexual assault.

W. **Stalking**⁷ - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition –

1. *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
2. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
3. *Substantial emotional distress* means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

X. **Technological Abuse** - means an act or pattern of behavior that occurs within Sexual Assault, Domestic Violence, Dating Violence, or Stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to internet enabled devices, online spaces and platforms, computers, mobile devices, cameras, imaging programs, apps, locational tracking devices, or communication technologies, or any other emerging technologies.

VIII. Responsibilities

A. Appellate Officer

1. Oversee appeals for dismissal of Formal Title IX Complaints pursuant to the Grievance Process
2. Oversees appeals to live hearings pursuant to the Grievance Process
3. Cannot be the Title IX Coordinator, investigator(s), or hearing officer in the Grievance Process
4. Responsible for releasing a written decision within the timeline set out in the Policy

B. Applicants/Employees/Students/Visitors

1. Any person who believes that he, she, or they have been subjected to Sexual Harassment and/or Sexual Misconduct should immediately file a complaint with the EOS/Title IX Office and utilize the procedure set forth in this Policy
2. Any person who is a witness to, or is aware of, suspected incidents of Sexual Harassment and/or Sexual Misconduct is strongly encouraged to immediately report the incident to the EOS/Title IX

⁷ Stalking, as defined by Texas Penal Code, Section 42.072, is when an individual on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that:

a) is considered harassment, or that the actor knows or reasonably should know the other person will regard as threatening:

i) bodily injury or death for the other person;

ii) bodily injury or death for a member of the other person's family or household or for an individual with whom the other person has a dating relationship; or

iii) that an offense will be committed against the other person's property;

b) causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship to be placed in fear of bodily injury or death or in fear that an offense will be committed against the other person's property, or to feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended; and

c) would cause a reasonable person to:

i) fear bodily injury or death for himself or herself;

ii) fear bodily injury or death for a member of the person's family or household or for an individual with whom the person has a dating relationship;

iii) fear that an offense will be committed against the person's property; or

iv) feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended.

office. Responsible Employees, including Confidential Employees, must report such incidents to the Title IX Coordinator as provided in this Policy

C. Advisor

1. A party to a complaint has the right to choose an advisor to assist the party through the Grievance Process, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of the party's choice
2. An advisor may inspect and review all evidence
3. An advisor can be, but is not required to be, an attorney
4. An advisor can be, but is not required to be, a campus advocate
5. At the live hearing, the party's advisor can ask the other party and any witnesses all relevant questions and follow-up questions
6. The University may establish restrictions regarding the extent to which an advisor may participate in the Grievance Process, and those restrictions apply equally to advisors to both parties

D. Confidential Employees

1. Receives information regarding an incident of Sexual Misconduct under circumstances that render the employee's communications confidential or privileged under law and policy
2. Reports the type of incident to the Title IX Coordinator on a monthly basis using a reporting form
3. Includes counseling center providers and health providers at Wellness 360, PEACE Center (Campus Advocate), and Student Assistance Services, and clergypersons

E. Equal Opportunity Services and Title IX Office (EOS/Title IX Office)

1. Reviews and processes reports and allegations of Sexual Harassment and/or Sexual Misconduct
2. Utilizes the Title IX Coordinator, Deputy Title IX Coordinator(s), and investigators to carry out the review and processing of reports and investigate allegations of Sexual Harassment and/or Sexual Misconduct

F. Hearing Officer

1. Conducts the hearing in an orderly manner, controlling the conduct and decorum of all participants and attendees of the hearing
2. Rules on all procedural matters and on objections regarding exhibits and testimony of participants at the hearing
3. May question participants who testify at the hearing
4. Renders written determinations regarding the responsibility of the Respondent's alleged conduct charges in an impartial, neutral, and objective manner
5. May consult the Office of General Counsel of the U.T. System for advice and assistance

G. Responsible Employees

1. Reports in a prompt manner incidents and information reasonably believed to be Sexual Misconduct to the Title IX Coordinator and EOS/Title IX Office promptly pursuant to applicable laws and policy

IX. Procedures

A. Reporting Incidents

1. **General Statement: Empowering Community.** This Policy distinguishes between *reporting* Sexual Misconduct incidents and *filing Formal Complaints*. Reporting Sexual Misconduct incidents informs the University of the incident(s), which allows the institution to provide Supportive Measures (as outlined in Procedure IX(C)1.5 of this Policy) to the Complainant, Respondent, and any other individuals related to the incident(s) as appropriate and does not necessarily result in the initiation of the Grievance Process (as outlined in Procedure IX(D) of this Policy). All Complainants who report incidents of Sexual Misconduct will be offered individualized Supportive Measures. If Complainants wish to initiate the Grievance Process, they should file a Formal Complaint. As explained in more detail below (including exceptions and details as to applicability), generally speaking, the Grievance Process may involve an investigation into the incident and a hearing to determine the responsibility of the Respondent.
2. Any person may report Sexual Misconduct, Retaliation related to an EOS matter, or other conduct prohibited under this Policy to the Title IX Coordinator. Any person may report an incident, whether or not the person reporting is the person alleged to be the Complainant of the incident, and it can be a verbal or written report to the Title IX Coordinator. Responsible Employees must report Sexual Misconduct to the Title IX Coordinator. All reports must be made to the Title IX Coordinator, and this can be done by: filing a report with the Equal Opportunity Services and Title IX Office (EOS/Title IX Office) by filling out a form online at <http://www.utsa.edu/eos/report-an-incident>, contacting the EOS/Title IX Office, or reporting it directly to the Title IX Coordinator or a Deputy Title IX Coordinator. The EOS/Title IX Office and the Title IX Coordinator's contact information are below, and the Deputy Title IX Coordinators' contact information is available online at <https://www.utsa.edu/eos/contact.html>. Additionally, reports can be made through the Compliance Hotline at <https://www.utsa.edu/compliance-and-risk-services/report-it/>

Suzanne Patrick, JD, CCEP
Director and Title IX Coordinator
Equal Opportunity Services and Title IX Office
Main Campus: North Paseo Building (NPB), 4th Floor
Downtown Campus: Durango Building, Suite 2.214
Suzanne.patrick@utsa.edu
Eos.office@utsa.edu
(210)458-4120
<http://www.utsa.edu/eos>

- 2.1 **Filing a Formal Complaint.** The complainant may file a formal complaint with the Title IX Coordinator, as outlined above and in Procedure IX(D)(2) of this Policy.
- 2.2 **Anonymity.** You may make an anonymous report by telephone, in writing, or electronically with the EOS/Title IX Office at <http://www.utsa.edu/eos/report-an-incident> or through the Compliance Hotline at <http://www.utsa.edu/compliance-and-risk-services/report-it/>. The decision to remain anonymous, however, may greatly limit the University's ability to stop the alleged conduct, collect evidence, or take action against parties accused of violating this Policy because Federal regulations mandate that a notice of allegations of Sexual Harassment include, but not limited to, the identities of the parties involved in the incident(s), if known. Only students and complainants may remain anonymous. Responsible Employees may not remain anonymous and must report pursuant to State law.

- 2.3 Confidentiality. You can discuss an incident in strict confidence by using the confidential resources outlined in Procedure IX(A)(5) of this Policy.
- 2.4 Timeliness of Reporting. Responsible Employees are required to report known alleged incidents and information of Sexual Misconduct promptly to the Title IX Coordinator. For others in the University community, you are strongly encouraged to report Sexual Misconduct, Retaliation, and any other conduct prohibited under this Policy as soon as the individual becomes aware of such conduct.
3. Reporting to Law Enforcement. You may also file a police report with: The University of Texas at San Antonio Police Department (UTSA PD) at (210) 458- 4242 (non-emergency) or (210) 458-4911 (emergency) and Hearing Impaired/TDD at (210) 458-4243 (emergency); or to the City of San Antonio Police Department at (210) 207-7273 (non-emergency) or 911 (emergency); or other local law enforcement authorities. The EOS/Title IX Office, and other University offices, such as the PEACE Center (Campus Advocate), can help individuals contact these law enforcement agencies. Employees and students with protective or restraining orders relevant to a complaint are encouraged to provide a copy to the University Police Department. A protective or restraining order can be submitted to UTSA PD at police.communications@utsa.edu.
4. Reporting to Outside Entities. The follow external agencies may also be contacted:
For Students:

Office of Civil Rights
US Department of Education
One Petticoat Lane
1010 Walnut St., 3rd Floor, Suite 320
Kansas City, MO 64106
Phone: (816)268-0550
Fax: (816)268-0599
TDD: (800)877-8339
Email: OCR.KansasCity@ed.gov

Office of Civil Rights
U.S. Department of Health and Human Services
1301 Young St. Suite 106
Dallas, Texas 75202
Phone: (800)368-1019
Fax: (202)619-3818
TDD: (800)537-7697
Email: ocrmail@hhs.gov

For Employees:

U.S. Equal Employment Opportunity Commission
Dallas District Office
207 S. Houston St. 3rd Floor
Dallas, Texas 75202
Phone: (972)918-3580

Fax: (214)253-2720
TTY: (800)669-6820
ASL Video Phone: (844)234-5122

Texas Workforce Commission
101 E. 15th St., Rm 556
Austin, Texas 78778
Phone: (512)463-2400
TDD: (800)735-2989
Email: EO.complaint@twc.texas.gov

5. Confidential Support and Resources

5.1 Student may discuss an incident with Confidential Employees or an off-campus resource (e.g., rape crisis center, doctor, psychologist, clergy person, etc.) without concern that the person's identity will be reported to the EOS/Title IX Office. Employees may also seek assistance from the Employee Assistance Program (EAP), their own personal health care provider, the clergy person of their choice, or an off-campus rape crisis resource without concern that the person's identity will be reported to the EOS/Title IX office.

5.2 The University and community resources that provide confidential services are:

- 5.2.1 Student Assistance Services;
- 5.2.2 PEACE Center (Campus Advocate);
- 5.2.3 Wellness 360 (i.e., student health services); and
- 5.2.4 Counseling Center at Wellness 360

5.3 Confidential Employees who are deemed Campus Security Authorities (CSAs) under the Clery Act must meet Clery reporting responsibilities as well.

6. Immunity. In an effort to encourage reporting of Sexual Misconduct, the University may grant immunity from student and/or employee disciplinary action to a person who acts in good faith in reporting an incident, filing a Formal Complaint, or participating in a Grievance Process and Alternative Grievance Process (e.g., investigation, hearing, appeal). This immunity does not extend to the person's own violations of this Policy.

B. Parties' Rights Regarding Confidentiality, Request to Not Investigate, and Request to Dismiss Formal Complaints

1. The University has great respect for the privacy of the parties identified in a report or Formal Complaint. Under state law, however, Responsible Employees who receive information of alleged Sexual Misconduct must share that information with the Title IX Coordinator. As such, the University may need to act to maintain campus safety and must determine whether to investigate further, regardless of the Complainant's request for confidentiality or request to not investigate a report received by the Title IX Coordinator.
2. In making determinations regarding requests for confidentiality, Complainants' requests to not investigate, Complainants' request to dismiss Formal Complaints, and/or requests to not disclose identifying information to Respondents, the Title IX Coordinator must deliberately weigh the rights, interests, and safety of the Complainant, Respondent, and campus community. Factors the University must consider when determining whether to investigate an alleged incident of Sexual Misconduct include, but are not limited to:
 - 2.1 The seriousness of the alleged incident;

- 2.2 Whether the University has received other reports of alleged Sexual Misconduct by the alleged Respondent;
 - 2.3 Whether the alleged incident poses a risk of harm to others; and
 - 2.4 Any other factors the University determines relevant.
3. Under state law, if the Complainant requests in writing that the University not investigate a report, the University must inform the Complainant of the decision whether or not to investigate.
 4. The Federal Regulations states that the University may dismiss the Formal Complaint or any allegations if at any time during the investigation or hearing: A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegation(s) therein; the Respondent is no longer enrolled or employed by the University; or specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegation(s). Upon dismissal, the University must promptly send written notice of the dismissal and reason(s) simultaneously to the parties.
 5. If the University dismisses a Formal Complaint (as outlined in Procedure IX(D)(2.3) of this Policy), the University must provide the Complainant and Respondent a written notice of the dismissal and the reason(s) for the dismissal simultaneously. Additionally, the University reserves the right to initiate a complaint under this Policy that follows the Alternative Grievance Process (Appendix A) in the event that the complaint is dismissed under the Federal Title IX Regulations.
 6. In the course of the Grievance Process, the University may share information only as necessary with people who need to know in compliance with the law, which may include, but is not limited to, the investigators, witnesses, Complainant, Respondent, parties' advisors, hearing officer(s), and the appellate officer(s), if applicable. The University will take all reasonable steps to ensure there is no retaliation against the parties, or any other participants in the investigation, or in any other part of the Grievance Process.

C. Resource and Assistance

1. Immediate Assistance

1.1 The UTSA Title IX C.A.R.E.S. document contains information on resources and is available online at <http://www.utsa.edu/eos/docs/Title-IX-C.A.R.E.S.pdf>

1.2 Healthcare

1.2.1 If you experience sexual violence, you are encouraged to seek immediate medical care. Also, preserving DNA evidence can be key to identifying the Respondent in a sexual violence case. Complainants can undergo a medical exam to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate exam is not possible, individuals who have experience a sexual assault may have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within 5 days (120 hours) of the incident. With the examinee's consent, the physical evidence collected during this medical exam can be used in a criminal investigation; however, a person may undergo a SAFE even without contacting, or intending to contact, the police. To access a SAFE exam in San Antonio, call the hotline:

San Antonio Area
24/7 Hotline

(210)767-9556

1.2.2 For more information about the SAFE, see

http://www.texasattorneygeneral.gov/files/cvs/sexual_assault_examination.pdf. The cost of the forensic portion of the exam is covered by the law enforcement agency that is investigating the assault or, in cases where a report will not be made to the police, the Texas Department of Public Safety. This does not include fees related to medical treatment that are not part of the SAFE.

1.3 Police Assistance

1.3.1 If you experience or witness Sexual Misconduct, the University encourages you to make a report to the police. The police may, in turn, share your report with the EOS/Title IX Office, with the exception of when a person files a pseudonym form under the Code of Criminal Procedure with a police department for incidents of sexual assault, stalking, family violence, and human trafficking. In those instances, where a pseudonym form is filed, the police will only report the type of incident to the Title IX Coordinator, but not any personally identifiable information of the Complainant.

1.3.2 A police department's geographic jurisdiction depends on where the incident occurred. Thus, if the incident(s) occurred on the University campus, you may file a report with the UTSA PD: calling (210) 458-4242 (non-emergency) or (210) 458-4243, or in person at the UTSA PD headquarters on UT San Antonio's Main Campus in the Bosque Street Building, Room 1.400 and on the Downtown Campus in the Frio Building, Room 1.528, even if time has passed since the incident(s) occurred.

1.3.3 UTSA PD can also assist with applying for any protective orders. Reporting an incident to law enforcement does not mean the case will automatically go to criminal trial or go through an adjudication process. If the University police are called, a police officer will be sent to the scene to take a detailed statement. A police officer or victim services coordinator may also provide the individual with a ride to the hospital. An individual may also file a report with the University police even if the assailant was not a University student or employee. If the incident occurred in the City of San Antonio or off campus, an individual may also file a report with the San Antonio Police Department, even if time has passed since the incident(s) occurred. If a report is made to the police, a police officer will usually be dispatched to the location to take a written report. A Sexual Assault Complainant will also have an opportunity to have a crime victim liaison, counselor, advocate, or police officer with specialized training be present with the Complainant during police investigative interviews.

Students, faculty, and staff desiring a crime victim liaison, advocate, or police officer with specialized training should contact: Community Engagement Unit of the UT San Antonio Police Department at (210) 458-6250

1.4 Counseling and Other Services

1.4.1 If you experience Sexual Misconduct, you are strongly encouraged to seek counseling or medical and psychological care, even if you do not plan to request a SAFE or report the incident to the police. You may be prescribed medications to prevent sexually transmitted infections (STIs) and/or pregnancy, even if the police are not contacted or if a SAFE is not performed. Students can seek health care services, including HIV and STI testing, prevention, and treatment, as well as pregnancy testing

and prevention. Students can call (210) 458-4121 to make an appointment or visit the MyHealth portal. Similarly, other individuals impacted or affected by an incident are encouraged to seek counseling or psychological care.

- 1.4.2 You may receive medical care at the Wellness 360 (for students only), at a local emergency room, or from a private physician.
- 1.4.3 You may also be provided with psychological support by the Wellness 360 Counseling Center (students), Employee Assistance Program (employees), a referral through the Employee Assistance Program, or a care provider of your choosing.
- 1.4.4 Students seeking medical care from Student Health Services should contact:

UT Health San Antonio Wellness 360:

<http://wellness360.uthealthsa.org/wellness-360-at-utsa/>

Main Campus:

Recreation Wellness Center (RWC), 1.500

Phone: (210) 458-4142

Students desiring counseling should contact:

Main Campus:

Wellness 360 Counseling Center

Recreation and Wellness Center (RWC), 1.810

Phone: (210) 458-4140

Downtown Campus

Frio Street Building, FS4.556

Phone: (210) 458-4140

Faculty and staff should contact:

AllOne Health Employee Assistance Program

1-888-993-7650 (select option 1)

24 hour Access to Free Professional Support

National Relay: 1-800-877-8339

1.5 Supportive Measures

- 1.5.1 The University will offer reasonably available individualized services, without any fee or charge, to the parties involved in a reported incident of Sexual Misconduct with or without the filing of a Formal Complaint, when applicable, in writing.
- 1.5.2 Supportive Measures may include, but are not limited to, housing reassignment, counseling, extension of deadlines or other course-related adjustments, modifications of work or class schedules, withdrawal from or retake of a class without penalty, campus escort services, mutual restrictions on contact between the parties, change in work or housing locations, leaves of absences, increased security and monitoring of certain areas of campus, or other similar measures tailored to the individualized needs of the parties.
- 1.5.3 Supportive Measures are non-disciplinary and non-punitive measures that do not unreasonably burden the other party. Any disciplinary or punitive measures may only be

implemented following the conclusion of the Grievance Process, unless an emergency removal (as outlined in Procedure IX(E)) is appropriate.

- 1.5.4 The University will maintain the confidentiality of Supportive Measures provided to the parties, to the extent that maintaining such confidentiality complies with governing regulations, rules, and policies, and does not impair the ability of the University to provide the Supportive Measures.

D. The Grievance Process

1. Key Officials in the Grievance Process

1.1 Title IX Coordinator

1.1.1 The Title IX Coordinator is the senior University administrator who oversees the University's compliance with Title IX. The Title IX Coordinator is responsible for administrative response to reports and Formal Complaints of Sexual Misconduct, Retaliation, and other conduct prohibited under this Policy. The Title IX Coordinator is available to discuss the Grievance Process, coordinate Supportive Measures, explain University policies and procedures, and provide education on relevant issues. The Title IX Coordinator may designate one or more Deputy Title IX Coordinators to facilitate these responsibilities.

1.1.2 The Title IX Coordinator has designated the Director of Student Conduct and Community Standards and the Associate Dean of Students to facilitate responsibilities for Title IX hearings for faculty, students, and staff. The Title IX Coordinator may designate the Assistant Vice President of Talent Cultivation or a designee to facilitate faculty and staff hearings in conjunction with the Director of Student Conduct and Community Standards and the Dean of Students.

1.1.3 Any member of the University community may contact the Title IX Coordinator with questions

1.2 Investigator(s). The University will ensure that Formal Complaints are properly investigated under this Policy by investigators assigned to the Formal Complaint. The investigators are neutral and impartial fact-finders, and gather evidence during the investigation. The investigators are responsible for completing an investigation report at the conclusion of the investigation. The EOS/Title IX Office Assistant Director/Deputy Title IX Coordinator may supervise and advise the Title IX investigators when conducting investigations and update the Title IX Coordinator as necessary to ensure compliance with Title IX.

1.3 Hearing Officer. The hearing officer is responsible for conducting the hearing in an orderly manner, controlling the conduct of all participants and attendees of the hearing, and rendering a written determination regarding the responsibility of the Respondent's alleged conduct charges in an impartial, neutral, and objective manner.

2. Formal Complaints Against Students and Employees⁸

2.1 Applicability of the Grievance Process. The Grievance Process in this Policy applies to the following situations:

⁸ For Formal Complaints against third parties, such as contracted workers, volunteers, or visitors, the University will apply the analysis in Section IX(D)(2) with regard to employees and may apply other institutional policies to those Respondents if the Grievance Process (outlined in this Policy) does not apply.

- 2.1.1 Students. The Grievance Process in Procedure IX(D)(2-11) of this Policy applies in the instances where the Respondent is a student (including student employees)² at the University at the time of the alleged conduct and
- a) The conduct alleged includes Sexual Harassment;
 - b) The alleged conduct occurred in or as part of the University's education program or activity and;
 - c) The alleged conduct occurred against a person in the United States.

The Alternative Grievance Process, referenced in Procedure IX(D)(14) and discussed in Appendix A of this policy, applies in instances where the Respondent is a student at the time of the alleged conduct and where the conduct alleged includes Prohibited Conduct under this Policy and where any of (i)-(iii) above are not met.

- 2.1.2 Employees: Faculty and Staff. For employees, the Grievance Process in this Policy only applies where all of the following conditions are met; in all other instances, allegations of Sexual Misconduct (or other allegations of Prohibited Conduct in the Policy, including Failure to Report for Responsible Employees) will be handled in accordance with the Alternative Grievance Process laid out in Appendix A.
- a) The Respondent is an employee at the University at the time of the alleged conduct;
 - b) The conduct alleged includes Sexual Harassment under this Policy;
 - c) The alleged conduct occurred against a person in the United States; and
 - d) Where the Complainant was participating or attempting to participate in an education program or activity at the University. This element is met if the conduct occurred in any of the following: on any University property; during any University activity, in a building owned or controlled by a student organization that is officially recognized by the University, or in instances where the University exercised substantial control over the Respondent and the context in which the alleged conduct occurred.

2.2 To begin the Grievance Process, the Complainant must sign a Formal Complaint (requesting an investigation) and submit it to the Title IX Coordinator. The Complainant must submit a written statement setting out the known details of the alleged conduct that is the subject of the Formal Complaint, including the following:

- 2.2.1 Complainant's name and contact information;
- 2.2.2 Respondent's name and contact information, if available;
- 2.2.3 Detailed description of the alleged conduct or event(s) that are the basis of the alleged violation under this Policy;
- 2.2.4 Date(s) and location(s) of the alleged occurrence(s);
- 2.2.5 Names of any witnesses to the alleged occurrence(s); and
- 2.2.6 The resolution sought.

In lieu of a written statement, the Complainant may ask the investigator to prepare a statement of what the investigator understands the complaint to be, and ask the Complainant to verify that statement. The Complainant may also submit any documents or information that is relevant to the Formal Complaint.

The Title IX Coordinator may also sign a Formal Complaint against a Respondent (requesting an investigation) and, in doing so, will initiate the Grievance Process. If the Title IX

Coordinator signs a Formal Complaint, the Title IX Coordinator does not become the Complainant. The individual who experienced the alleged prohibited conduct will be treated and listed as the Complainant for the Grievance Process and in the formal hearing process.

2.3 Mandatory and Discretionary Formal Complaint Dismissals

2.3.1 Under Title IX regulations, universities are required to distinguish between prohibited conduct that is “under Title IX” and prohibited conduct that is a violation of University policy. Under Title IX, the University must dismiss a Formal Complaint, or the part of the allegations in a Formal Complaint, if applicable, where:

- a) Sexual Harassment is alleged, and where:
 - i. The conduct alleged does not meet the definition of Sexual Harassment;
 - ii. The alleged conduct did not occur in or as part of the University’s education program or activity; or
 - iii. The alleged conduct did not occur against a person in the United States

A dismissal under this provision only applies to allegations of Sexual Harassment under Title IX. In such an instance, the University may still investigate a Formal Complaint for allegations of Sexual Harassment or other Prohibited Conduct under this Policy. These allegations that fall outside the requirements of Title IX will be handled through the Alternative Grievance Process in Appendix A.

2.3.2 The University may dismiss a Formal Complaint, at its discretion, under this Policy’s Grievance Process for any of the following circumstances:

- a) If the Complainant sends to the Title IX Coordinator a request in writing to dismiss a Formal Complaint (e.g., withdraws the Formal Complaint or any allegations therein), as outlined in Procedure IX(B) of this Policy;
- b) If the Respondent was an employee and is no longer employed by the University. Any specific circumstances that prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or any allegation therein; or
- c) The conduct alleged does not meet the definition of any prohibited conduct under this Policy.

2.3.3 If the University dismisses a Formal Complaint, the University must promptly and simultaneously provide both parties a written notice of the dismissal and the reason(s) for the dismissal.

2.4 Concurrent Criminal or Civil Proceedings. The University will not, as a matter of course, wait for the outcome of a concurrent criminal or civil justice proceeding to take action on a Formal Complaint in a University Grievance Process. The University has an independent duty to respond to Formal Complaints of Sexual Misconduct. At the University’s discretion, the University may delay the investigation or Grievance Process for a reasonable period due to concurrent criminal or civil proceedings on a case-by-case basis.

3. Written Notice of the Formal Complaint and Notification of University Offices Offering Assistance

3.1 After receiving a Formal Complaint, the EOS/Title IX Office will provide a written notice to the parties of the Formal Complaint of available University resources and assistance. The written notice of the Formal Complaint will include the following:

3.1.1 A notice of the Grievance Process, as outlined in this Policy;

- 3.1.2 A notice of the allegations that potentially constitute prohibited conduct under this Policy, including sufficient details about the alleged conduct, including the identity of the parties, if known, and the date(s), time(s), and location(s) of alleged conduct known by the University at the time of the Formal Complaint;
 - 3.1.3 A statement of the potential policy violations being investigated;
 - 3.1.4 A statement that the Respondent is presumed not responsible for the alleged conduct and that the determination regarding responsibility will be made at the conclusion of the Grievance Process;
 - 3.1.5 Both parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review all evidence;
 - 3.1.6 A statement that the parties may review evidence gathered as part of any investigation;
 - 3.1.7 Provision of the Policy that knowingly making false statements or knowingly submitting false information during the Grievance Process is prohibited and subject to disciplinary action; and
 - 3.1.8 Any other relevant information for the written notice.
4. Informal Resolution Option of Certain Formal Complaints.
 - 4.1 After the parties have been provided a copy of the written notice of a Formal Complaint, both parties may, in writing, voluntarily agree to use the Informal Resolution option, if applicable, at any point prior to reaching a determination regarding responsibility, but the parties forgoing the Grievance Process (including the investigation and hearing, depending on when the parties agree to engage in an Informal Resolution). The Informal Resolution may include a mediation process, for example.
 - 4.2 At any point prior to finalizing an Informal Resolution agreement, each party has a right to withdraw from the Informal Resolution process and resume the Grievance Process with respect to the Formal Complaint
 - 4.2.1 Informal Resolution Availability. The Informal Resolution process is not permitted in cases where Sexual Harassment is alleged in the Formal Complaint. Informal Resolution is also not available where the Respondent has previously participated in the Informal Resolution process and where that process resulted in a mutual agreement.
 - 4.2.2 Informal Resolution Timeframe. Informal Resolutions of a Formal Complaint will be concluded within 45 business days of notice to the University that both parties wish to proceed with the Informal Resolution process, except as may be extended by good cause shown. Such notice that the parties wish to proceed with an Informal Resolution process will “pause” the counting of the timeframe to conclude the Grievance Process in Procedure IX(D) of this Policy, should the Informal Resolution process fail and the parties continue with the Grievance Process.
 - 4.2.3 Informal Resolution Documentation. Any final resolution pursuant to the Informal Resolution process will be documented and kept for seven years as required by law (and see Procedure IX(D)(12) of this Policy for additional information on Grievance Process Documentation). However, no audio or video recording of the Informal Resolution process will be made. All statements made during the Informal Resolution process cannot be used for or against either party (and the Hearing Officer and Appellate Officer may not consider any such statement(s) made during Informal Resolution) should the

parties resume the Grievance Process. Failure to comply with an Informal Resolution agreement may result in disciplinary action.

5. Investigation of the Formal Complaint – Gathering of Evidence

- 5.1 After the University provides written notice of a Formal Complaint to the parties, the Respondent will be allowed a reasonable time to respond in writing and through an interview with the investigator.
- 5.2 The University will provide written notice to a party whose participation is invited or expected of the date, time, location, participants, and purpose of all meetings, investigative interviews, or other proceedings in the Grievance Process.
- 5.3 Evidence. The parties in the investigation may present any information and evidence that may be relevant to the Formal Complaint and may have an advisor of their choice attend any related interview, meeting, or proceeding in the Grievance Process. Advisors are not permitted to actively participate in meetings or proceedings in the Grievance Process, except as explicitly outlined in Procedure IX(d)(7.10) of this Policy. The parties may present the names of any fact or expert witnesses who may provide relevant information, and how the witnesses may be relevant to the Formal Complaint. The parties may specify to the investigator any questions or topics they would like asked of any known potential witnesses or parties.
- 5.4 Witness Interviews. The investigators will interview relevant and available witnesses. Neither the Complainant nor the Respondent will normally attend these interviews; however, if either party is permitted to attend, the other party shall have the same right.
- 5.5 Investigation Timeframe. The investigation of a Formal Complaint will be concluded within 90 business days of the filing of a Formal Complaint, except as may be extended by good cause shown. The parties should be provided updates on the progress of the investigation, as needed.
- 5.6 Access to Evidence. Prior to the completion of the investigation report, the investigators will provide access to all evidence obtained (whether relevant or not) as part of the investigation to all parties (and each party's advisor, if any, upon a party's signed information release for their advisor of choice, if applicable). Both parties will have at least 10 calendar days to inspect, review, and respond to the evidence. All responses to the evidence must be submitted by the party in writing to the investigator and will be considered prior to the investigator completing the investigative report. Advisors are not permitted to submit a written response to the evidence on their own or on behalf of the party they are advising. The investigators will consider all timely responses submitted by the parties.
- 5.7 Completed Investigation Report. The completed investigation report will outline each of the allegations that potentially constitute prohibited conduct under this Policy, provide the timeline (e.g., procedural steps) of the investigation, and fairly summarize relevant evidence, participant statements, and responses to questions. The EOS/Title IX Office will provide a completed investigation report concurrently to both parties and each party's advisor, if any, upon a party's signed information release for their advisor of choice, if applicable, at least 10 calendar days prior to the date of the scheduled hearing to review and provide a written response at the hearing. A copy of the completed investigation report will be issued to the Title IX Coordinator and to the hearing officer assigned for the hearing.
- 5.8 You may not record any meetings pursuant to this process, whether virtual or in person, pursuant to this process. No recording devices are allowed during EOS/Title IX Office

interviews or meetings. The EOS/Title IX Office personnel will take notes during all interviews with parties, as well as with all witnesses interviewed.

- 5.9 EOS will reach out to parties and witnesses and provide a reasonable time period for the parties and witnesses to ensure the accuracy of their statements made during interviews before completing the final report.
6. Standard of Evidence & Presumption of Not Responsible. All Grievance Processes will use the preponderance of the evidence standard, as defined in this Policy. By law, it is presumed that the Respondent is not responsible for the alleged conduct unless that determination regarding responsibility is made at the conclusion of the Grievance Process.
7. Live Hearing – Determination of Responsibility
 - 7.1 Absent a Formal Complaint dismissal or the parties' decision to reach an Informal Resolution agreement (if applicable), the University will provide a live hearing for all Formal Complaints subject to the Grievance Process as outlined in this Policy.
 - 7.2 Written Notice of the Hearing. The University will provide at least 10 calendar days' written notice of the hearing to the parties (and the parties' advisors, if any, upon a party's signed information release for their advisor of choice, if applicable), including the date, time, location, names of all participants of the hearing (including the hearing officer, and all parties and participants in the investigation report), the purpose of the hearing, a statement of the alleged conduct charges, and a summary statement of the evidence gathered. The hearing notice may also provide a deadline by which the University representative and the parties have an opportunity to disclose (1) the names of any witnesses they intend to call to testify at the hearing, if any, and (2) a copy of any documents they intend to use as exhibits at the hearing, not already included in the investigation report, if any.
 - 7.3 Challenges to the Hearing Officer. Either party may challenge the fairness, impartiality, or objectivity of a hearing officer. The challenge must be submitted in writing to the hearing officer through the office coordinating the hearing within 4 calendar days after notice of the identity of the hearing officer, and must state the reasons for the challenge. The hearing officer will be the sole judge of whether the hearing officer can serve with fairness, impartiality, and objectivity. In the event that the hearing officer recuses themselves, an alternative hearing officer will be assigned in accordance with the institution's procedures.
 - 7.4 Hearing Officer Duties at the Hearing. The hearing officer will rule on all procedural matters and on objections regarding exhibits and testimony of participants at the hearing, may question participants who testify at the hearing, and is entitled to have the advice and assistance of legal counsel from the Office of General Counsel of the U.T. System.
 - 7.5 Access to Evidence. Each party will have access to all of the evidence from the investigation, including a copy of the completed investigation report, as outlined in Procedure IX(D)(5.6) of this Policy.
 - 7.6 Separate Rooms and Virtual Participation. At the request of either party, the University will provide a hearing to occur with the parties located in separate rooms with technology enabling the hearing officer and the parties to simultaneously see and hear the participants answering questions. Participants may appear at the hearing virtually and are not required to be physically present at the same physical location of the hearing.
 - 7.7 University Representative Role. The University representative will present information regarding the case at the hearing and will have the ability to present information and witnesses, question witnesses, and provide opening and closing statements at the hearing.

- 7.8 Each party may make opening and closing statements. Advisors for the parties may not deliver these opening or closing statements.
 - 7.9 Privileged Information Excluded. No person will be required to disclose information protected under a legally recognized privilege. The hearing officer must not allow it into evidence or rely upon any questions or evidence that may require or seek disclosure of such information, unless the person holding the privilege has waived the privilege. This includes information protected by the attorney-client privilege.
 - 7.10 Advisor of Choice. Each party may have an advisor of their choice at the hearing. If a party does not have an advisor, the University will provide one. Advisors are not permitted to actively participate in the hearing, except for asking questions of the other party and any other witnesses. In addition, witnesses may have an advisor of their choice at the hearing.
 - 7.11 Questioning of the participants in the hearing: The hearing officer may, at the hearing officer's discretion, ask questions during the hearing of any party or witness and may be the first person to ask questions of any party or witness. Each party's advisor will have an opportunity to ask relevant questions and follow-up questions of the other party and of any witnesses that participate in the hearing, including questions that challenge credibility. Each advisor has the ability to ask questions directly, orally, and in real time at the hearing. The parties will not be permitted to personally ask questions of the other party or any witnesses that participate in the hearing. The University representative and the advisors may ask questions under the following procedure:
 - 7.11.1 The questioner will ask a question of the applicable participant.
 - 7.11.2 Before the participant answers a question, the hearing officer will rule as to whether the advisor's question is relevant to the alleged conduct charges.
 - 7.11.3 If the hearing officer rules that the question is not relevant, then the hearing officer must explain any decision to exclude a question as not relevant, and the participant will answer it.
 - 7.12 Prior Sexual History: A Complainant's sexual predisposition or prior sexual behavior are not relevant except where questions and evidence about a Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct charged by the Complainant's prior sexual behavior with the Respondent and are offered to prove the Complainant's consent of the alleged conduct.
8. Hearing Officer Determination. The Hearing Officer will issue a written determination, which must include the following:
 - 8.1 The allegations that potentially constitute prohibited conduct under this Policy;
 - 8.2 A description of all of the procedural steps of the Grievance Process under this Policy (from receipt of a Formal Complaint to the determination regarding the responsibility of the Respondent, including any notifications of the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held);
 - 8.3 The findings of fact supporting the hearing officer's determination;
 - 8.4 The conclusion(s) and a rationale as to whether the Respondent is responsible for each allegation;
 - 8.5 The disciplinary sanctions, if applicable;
 - 8.6 Whether additional remedies designed to restore or preserve equal access to the education program or activity will be provided to the Complainant and
 - 8.7 The institution's procedures and permissible bases for the parties to appeal, if applicable.

- 8.7.1 The hearing officer will send a copy of the written determination concurrently to the parties within 21 business days from when the hearing concludes, in addition to the Dean (for student respondents), the appropriate administrator (for employee Respondents), and the Title IX Coordinator.
9. The Hearing will be recorded in audio or audiovisual format and may be transcribed at the discretion of the University. The recording or transcript, if applicable, will be available for the parties to inspect and review upon request.
10. Sanctions and Remedies. The following sanctions and remedies may be considered by the hearing officer in accordance with this Policy:
 - 10.1 Possible Sanctions and Remedies for Student Respondents:
 - 10.1.1 Educational training;
 - 10.1.2 No shared classes or extra-curricular activities;
 - 10.1.3 Disciplinary probation;
 - 10.1.4 Withholding of grades, official transcript, and/or degree;
 - 10.1.5 Bar against readmission, bar against enrollment, drop from one or more classes, and/or withdrawal from the University;
 - 10.1.6 Suspension of rights and privileges, including but not limited to, participation in athletic or extracurricular activities;
 - 10.1.7 Denial of degree;
 - 10.1.8 Suspension from the University for a specific period of time. Suspension is noted on the academic transcript with the term "Disciplinary Suspension." The notation can be removed upon the request of the student in accordance with the University's procedures when all conditions of the suspension are met;
 - 10.1.9 Expulsion (permanent separation from the University). Expulsion creates a permanent notation on the student's academic transcript;
 - 10.1.10 Revocation of degree and withdrawal of diploma; and/or
 - 10.1.11 Other sanction(s) or remedies as deemed appropriate under the circumstances.
 - 10.2 Possible Sanctions and Remedies for Employee Respondents:
 - 10.2.1 Employment probation;
 - 10.2.2 Job demotion or reassignment;
 - 10.2.3 Suspension with or without pay for a specific period of time;
 - 10.2.4 Dismissal or termination;
 - 10.2.5 Ineligible for rehire; and/or
 - 10.2.6 Other sanction(s) or remedies as deemed appropriate under the circumstances.
11. Appeals and Additional Processes Provided to Students and Employees.
 - 11.1 Appeals. Either party may appeal in writing to a hearing officer's determination regarding a Respondent's responsibility under the Grievance Process or from the University's dismissal of a Formal Complaint (or any allegations in the Formal Complaint) within ten (10) calendar days of notification of such a determination, on the following bases:
 - 11.1.1 A procedural irregularity that affected the outcome of the matter;
 - 11.1.2 There is new evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; or

- 11.1.3 The Title IX Coordinator, investigator(s), or hearing officer had a conflict of interest or bias for or against the parties (generally, or specifically in this matter) that affected the outcome of the matter.
 - 11.2 The appellate officer must not be the same person as the Title IX Coordinator, investigator(s), or hearing officer in the Grievance Process. Both parties will be notified in writing when an appeal is filed and the appeal procedures will apply equally for both parties.
 - 11.3 Any non-appealing party (or the University) will have seven (7) calendar days from the notification of an appeal to submit a written statement in support of the outcome. The decision-maker on the appeal will release a written decision within 21 calendar days from the date of the appeal.
 - 11.4 The appellate officer will release a written decision simultaneously to both parties within 21 business days from the date of the appeal to:
 - 11.4.1 Affirm the hearing officer's determination regarding the Respondent's responsibility and affirm the disciplinary sanctions and remedies, if applicable;
 - 11.4.2 Affirm the hearing officer's determination regarding the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable;
 - 11.4.3 Affirm the University's dismissal of a Formal Complaint (or any allegations in the Formal Complaint);
 - 11.4.4 Remand the process back to the investigation or hearing stage for the investigator or hearing officer (or applicable equivalent) to remedy any procedural irregularity or to consider any new evidence;
 - 11.4.5 Reverse the hearing officer's determination of the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable; or
 - 11.4.6 Affirm or amend the sanctions and/or remedies outlined in the administrative disposition.
12. Grievance Process Documentation. The University (through the appropriate office) will retain all of the documentation included in the Grievance Process (outlined in Procedure IX(D) of this Policy) for seven years, in accordance with state and Federal records laws and University Policy. All documentation of records is private and confidential to the extent possible under law. Student records of the Grievance Process are disciplinary records under FERPA. Employee records of the Grievance Process are subject to the Freedom of Information Act (FOIA) and the Texas Public Information Act (TPIA) and are included in the employee's official employment record.
13. Grievance Process Timeframe. The entire Grievance Process (outlined in Procedure IX(D) of this Policy, including any appeal) will be completed in no more than 150 business days from the filing of the Formal Complaint. However, the circumstances may require a temporary delay in this timeframe, and the University may extend this timeframe for good cause. In such an instance, the University will provide written notice to the parties of the delay or extension and the reason(s) for the action. Good Cause may include, but is not limited to, considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; the need for language assistance; or accommodation of disabilities. The time period in this section does not include the period the parties attempted, but failed, to reach an agreement in the Informal Resolution Process, if applicable, and in such a case, the Grievance Process timeframe will be extended by the period the parties attempted to reach and Informal Resolution (outlined in Procedure IX(D)(4) of this Policy).

14. Alternative Grievance Process – Applicable Exceptions for Non-Federal Title IX Formal Complaints. Please see Appendix A.

E. Emergency Removal and Employee Administrative Leave

1. Emergency Removal. A Respondent may be removed from the University's education program or activity on an emergency basis if, after an individualized safety and risk analysis, it is determined that such a removal is justified because the Respondent poses an immediate threat to the physical health or safety of an individual arising from the allegations of Sexual Misconduct. Under these circumstances, the Respondent will be notified in writing of the emergency removal from the University's education program and/or activity, and the Respondent will have an opportunity to immediately challenge the decision following the emergency removal. Within 5 business days of the notification for emergency removal, the Respondent must submit an appeal to the Emergency Appeal Official(s). After receipt of an appeal for emergency removal, the Emergency Appeal Official(s) will have 5 business days to provide the Respondent a written determination regarding the appeal.
2. Employee Administrative Leave. An employee Respondent may be placed on administrative leave, in accordance with the University's policy and procedures on employee administrative leave, during the pendency of a Grievance Process, as outlined in this Policy.

F. Dissemination of Policy and Education Program

1. This Policy will be made available to all University administrators, faculty, staff, and students online at <http://www.utsa.edu/hop/chapter9/9.24.html> and in University student catalog(s) and any employee handbook of operating procedures, as necessary. Periodic notices will be sent to University administrators, faculty, staff and students about the University's Sexual Misconduct Policy, including but not limited to, at the beginning of each fall and spring semester. The notice will include information about Sexual Misconduct, Retaliation, and other conduct prohibited under this Policy, including the Formal Complaint procedure, the University Grievance Process, and available resources, such as support services, health, and mental health services. The notice will specify the right to file a Formal Complaint under this Policy, the right to file a police report to law enforcement, the Title IX Coordinator's contact information, and it will refer individuals to designated offices or officials for additional information.
2. Ongoing Sexual Misconduct Training. The University's commitment to raising awareness of the dangers of Sexual Misconduct includes providing ongoing education through annual training and lectures by faculty, staff, mental health professionals, and/or trained University personnel. Preventive education and training programs will be provided to University administrators, faculty, staff, and students and will include information about primary prevention, risk reduction, and bystander intervention. For additional information about the training University personnel have attended, please visit <https://www.utsa.edu/eos/title-ix/titleix-training.html>.
3. Training of Title IX Coordinators, Investigators, Hearing Officers and Appellate Authorities. All Title IX Coordinators, Deputy Coordinators, investigators, and those with authority over University Grievance Processes, and appeals shall receive training each academic year about applicable prohibited conduct, Grievance Processes, due process, and University policies related to Sexual Misconduct. All training materials used to train Title IX-related personnel (e.g., Title IX Coordinators, deputies, investigators, hearing officers, and appellate officers (among others)) will be made available on the University's website: <https://www.utsa.edu/eos/title-ix/titleix-training.html>.

4. Annual Reporting and Notice. The University's Title IX General Policy Statement will be made available to all students, faculty, and employees online (<https://www.utsa.edu/hop/chapter9/9.24.html>), in required publications and in specified departments.

G. Additional Conduct Violations under this Policy

1. Retaliation. Any person who retaliates against (a) anyone filing a report of Sexual Misconduct or Formal Complaint, (b) the parties or any other participants (including any witnesses or any University employees) in a Grievance Process relating to a Formal Complaint, (c) any person who refuses to participate in a Grievance Process, or (d) any person who under this Policy opposed any unlawful practice, is subject to disciplinary action up to and including dismissal or separation from the University. If any participant in a Grievance Process believes they have been subject to Retaliation (as defined in this Policy), they should immediately report the alleged retaliatory conduct to the Title IX Coordinator.
2. False Information and False Complaints. Any person who, in bad faith, knowingly files a false complaint under this Policy or provides materially false information is subject to disciplinary action up to and including dismissal or separation from the University. A determination that a Respondent is not responsible for allegations of Sexual Misconduct does not imply that a report, Formal Complaint, or information provided was false. Similarly, a determination that a Respondent is responsible for a policy violation does not imply that a Respondent's statements disclaiming responsibility were false.
3. Interference with the Grievance Process. Any person who interferes with the Grievance Process (outlined in Procedure IX(D) of this Policy) is subject to disciplinary action up to and including dismissal or separation from the University. Interference with a Grievance Process may include, but is not limited to:
 - 3.1 Attempting to coerce, compel, or prevent an individual from providing testimony or relevant information;
 - 3.2 Removing, destroying, or altering documentation relevant to the Grievance Process; or
 - 3.3 Knowingly providing false or misleading information to the Title IX Coordinator, investigator(s) or hearing officer, or encouraging others to do so.
4. Failure to Report for Responsible Employees. If a Responsible Employee knowingly fails to report to the Title IX Coordinator all information concerning an incident the employee reasonably believes constitutes Sexual Misconduct (including Stalking, Dating Violence, Sexual Assault, or Sexual Harassment) committed by or against a student or employee at the time of the incident, the employee is subject to disciplinary action, including termination. Investigations into cases of faculty and staff members who allegedly fail to report a matter as a responsible employee will be undertaken in accordance with Appendix A of this policy.
 - 4.1 The duty to report acts reasonably believed to be stalking, dating violence, sexual assault and Sexual Harassment arise from state law. The University goes further to require Responsible Employees to report all acts reasonably believed to be any type of Sexual Misconduct as defined in this Policy. It is important to note that for purposes of Failure to Report, the definition of Sexual Harassment, as defined under state law, is broader than the definition of Sexual Harassment under this Policy and is defined as: Unwelcome, sex- based verbal or physical conduct that:
 - 4.1.1 in the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive work environment; or

- 4.1.2 in the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities at a postsecondary institution.
5. No Effect on Pending Personnel or Academic Actions Unrelated to the Complaint. The filing of a Formal Complaint under this Policy will not stop or delay any action unrelated to the Formal Complaint, including (1) any evaluation or disciplinary action relating to a Complainant who is not performing up to acceptable standards or who has violated University rules or policies; (2) any evaluation or grading of students participating in a class, or the ability of a student to add/drop a class, change academic programs, or receive financial reimbursement for a class; or (3) any job-related functions of a University employee. Nothing in this section shall limit the University's ability to take interim action or execute an emergency removal.

XII. HOP 9.24 Appendix A Alternative Grievance Process

A. Alternative Grievance Process

1. Informal Resolution of Certain Complaints

- 1.1 Both parties may voluntarily agree to use this option instead of or before the formal resolution process, but are not required to do so. Also, this option is not permitted for sexual violence cases. Anyone who believes that they have been subjected to Sexual Misconduct may immediately file a Formal Complaint. Anyone interested in the Informal Resolution process should contact the Title IX Coordinator. Before beginning the Informal Resolution process, the Title IX Coordinator must provide both parties with full disclosure of the allegations and their options for formal resolution. At any time during the Informal Resolution process, the Complainant may elect to discontinue the Informal Resolution process and file a Formal Complaint.
- 1.2 Informal Assistance. If informal assistance is appropriate, the individual will be provided with assistance in informally resolving the alleged Sexual Misconduct. Assistance may include providing the complainant with strategies for communicating with the offending party that the behavior is unwelcome and should cease, directing a University official to inform the offending party to stop the unwelcomed conduct, or initiating mediation. However, the University may take more formal action, including disciplinary action, to ensure an environment that is free of Sexual Harassment and Sexual Misconduct.
- 1.3 Timeframe. Informal Resolution will be completed within 60 (sixty) business days from receipt of a request for Informal Resolution. However, the circumstances may require a temporary delay in this timeframe, and the University may extend this timeframe for good cause. In such an instance, the University will provide written notice to the parties of the delay or extension and the reason(s) for the action.
- 1.4 Documentation. The University will document and record informal resolutions. The Title IX Coordinator will retain the documentation.

2. Formal Complaint and Investigation Procedures

- 2.1 To begin the investigation process, a statement setting out the details of the conduct that is the subject of the complaint must be submitted, including the following:
 - 2.1.1 Complainant's name and contact information;
 - 2.1.2 Name of the person directly responsible for the alleged violation;
 - 2.1.3 Detailed description of the conduct or event that is the basis of the alleged violation;
 - 2.1.4 Date(s) and location(s) of the alleged occurrence(s);
 - 2.1.5 Names of any witnesses to the alleged occurrence(s);

- 2.1.6 The resolution sought; and
- 2.1.7 Any documents or information that is relevant to the complaint.

The University may initiate an investigation regardless of the manner in which a complaint is received or whether a complaint is received at all. However, the Complainant is strongly encouraged to file a written complaint. If the complaint is not in writing, the investigator(s) should prepare a statement of what the investigator(s) understands the complaint to be and ask the Complainant to verify that statement. If a complaint is received by an individual other than the Title IX Coordinator or a Deputy Title IX Coordinator, the individual receiving the complaint should refer the complaint to the Title IX Coordinator or a Deputy Title IX Coordinator.

2.2 Investigation

- 2.2.1 After an investigation is assigned, the Respondent will be provided notice of the complaint and be allowed a reasonable time to respond in writing. The Respondent may provide their response orally, and the investigator will draft the Respondent's response in writing based on the Respondent's oral statement. The Respondent will have an opportunity to review the statement.
- 2.2.2 The parties may present any information and evidence that may be relevant to the complaint, including the names of any witnesses who may provide relevant information.
- 2.2.3 The investigator will interview relevant and available witnesses. Neither the Complainant nor the Respondent will normally attend these interviews or the gathering of evidence; however, if either one is permitted to attend, the other shall have the same right.
- 2.2.4 EOS will reach out to parties and witnesses and provide a reasonable time period for the parties and witnesses to ensure the accuracy of their statements made during interviews before completing the final report.
- 2.2.5 The investigation of a complaint will be investigated as soon as possible after receipt of the complaint. The parties should be provided updates on the progress of the investigation.
- 2.2.6 After the investigation is complete, a written report will be issued to the appropriate administrator. The report shall include factual findings and a preliminary conclusion regarding each allegation of whether a violation occurred (based on a "preponderance of the evidence" standard).
- 2.2.7 For cases with student Respondents, and in accordance with the Family Educational Rights and Privacy Act (FERPA) and the Texas Education Code, Section 51.971, the Complainant and the Respondent will receive an appropriately redacted copy of the report where applicable. The Complainant and Respondent have seven (7) business days from the date of the report to submit comments regarding the report to the Dean of Students (DOS).
 - 2.2.7.1 In cases with employee Respondents, a copy of the report will be provided to the Complainant, Respondent, and the Vice President or Dean who has authority over the Respondent. The Vice President or Dean may delegate the responsibility for reviewing the EOS/Title IX report, reviewing any submitted comments, and taking appropriate actions as the adjudicator. The Complainant and Respondent have seven (7) business days from the date of the report to submit comments regarding the report to the appropriate Vice President or Dean or their designee.

- 2.2.8 Within seven (7) business days after the deadline for receipt of comments from the parties, the appropriate office or department will:
 - 2.2.8.1 Request further investigation into the complaint;
 - 2.2.8.2 dismiss the complaint if it is determined that there was no violation or inappropriate conduct occurred; or find that the Respondent committed Prohibited Conduct under this policy.
 - 2.2.8.3 If it is determined that the Respondent committed Prohibited Conduct under this Policy, the matter will be referred for disciplinary action in accordance with the hearing process outlined in the Student Code of Conduct.
 - 2.2.9 The parties shall be informed concurrently in writing of the decision in accordance with the Formal Complaint and Investigation section of this Alternative Grievance Process.
 - 2.2.10 If disciplinary action and/or sanction(s) are warranted, it will be imposed in accordance with the applicable policies and procedures.
 - 2.2.11 Standard of Proof. All investigations will use the preponderance of the evidence standard, as defined by this Policy.
 - 2.2.12 Timelines. Best efforts will be made to complete the complaint process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. The investigation of a complaint will be conducted as soon as possible after receipt of the written complaint. In investigations exceeding ninety (90) business days, a justification for the delay will be presented to and reviewed by the Compliance Officer overseeing the EOS office.
 - 2.2.13 At the request of law enforcement, the University may defer its fact-gathering until after the initial stages of a criminal investigation. The University will nevertheless communicate with the Complainant regarding the Complainant's rights, procedural options, the status of the investigation, and the implementation of supportive measures to ensure the Complainant's safety and well-being. The University will also communicate with the Respondent regarding the Respondent's rights, procedural options and information regarding the status of the investigation. The University will promptly resume its fact-gathering as soon as law enforcement has completed its initial investigation, or if the fact-gathering is not completed in a reasonable time.
3. The filing of a complaint under the Alternative Grievance Process does not excuse the Complainant from meeting time limits imposed by outside agencies. Likewise, the applicable civil or criminal statute of limitations will not affect the University's investigation of the complaint.
 4. Dismissal of Complaint. The grounds for dismissal outlined in Section 2.3 above, Mandatory and Discretionary Formal Complaint Dismissals, are also applicable in Appendix A.
 5. Remedies. In addition to disciplinary actions and/or sanctions that may be imposed pursuant to the appropriate disciplinary policy, the University will take appropriate action(s), including but not limited to those below, to resolve complaints of Sexual Misconduct, prevent any recurrence, and, as appropriate, remedy any effects:

- 5.1 Imposing sanctions against the Respondent, including attending training, suspension, termination, or expulsion;
 - 5.2 Ensuring the parties do not share classes, working environments, or extracurricular activities;
 - 5.3 Making modifications to the on-campus living arrangements of the parties
 - 5.4 Providing comprehensive services to the parties, including medical, counseling, and academic support services, such as tutoring;
 - 5.5 Providing the parties with adjustments as appropriate to complete or retake a class or withdraw from a class without an academic or financial penalty;
 - 5.6 Determining whether Sexual Misconduct adversely affected the Complainant's University standing;
 - 5.7 Designating an individual specifically trained in providing trauma-informed comprehensive services;
 - 5.8 Conducting a University climate check to assess the effectiveness of Sexual Misconduct prevention measures;
 - 5.9 Providing targeted training for a group of students, including bystander intervention and Sexual Misconduct prevention programs;
 - 5.10 Issuing policy statements regarding the University's intolerance of Sexual Misconduct.
6. Sanctions and Discipline. Disciplinary action will be handled under the appropriate disciplinary policy depending on the status of the Respondent, including but not limited to the policies below. In addition to disciplinary actions and/or sanctions that may be imposed pursuant to the appropriate disciplinary policy, the University will take appropriate action(s), including but not limited to those below to resolve complaints of Sexual Misconduct, prevent any recurrence and, as appropriate, remedy any effects:
- 6.1 [Regents' Rules and Regulations, Rule 3.1008 Termination of a Faculty Member](#)
 - 6.2 [UTSA Handbook of Operating Procedures \(HOP\) 2.13, Termination and Nonreappointment of a Tenured or Tenure-Track Faculty Member](#)
 - 6.3 [UTSA HOP 3.03, Discipline and Dismissal of Classified Employees](#)
 - 6.4 [UTSA Faculty Code of Ethics](#)
 - 6.5 [UTSA Student Code of Conduct](#)
7. Assistance. During the investigation process, parties may be assisted by an advisor as long as the parties have signed the appropriate information release, as applicable. The advisor may be an attorney but does not have to be an attorney. However, the advisor may not actively participate in a meeting or interview. The University reserves the right to remove or dismiss advisors who violate restrictions on participation. Additionally, the University is not required to reschedule a proceeding or meeting if the advisor cannot attend a proceeding or meeting. An individual named by either party as a witness or potential witness should not serve in the role of advisor to either party.
8. Time Limitations. Time limitations in these procedures may be modified by the Title IX Coordinator or appropriate administrator based on a written showing of good cause by the parties or the University.
9. Concurrent Criminal or Civil Proceedings. The University will not wait for the outcome of concurrent criminal or civil justice proceedings to take action. The University has an independent duty to investigate complaints of Sexual Misconduct.

10. Documentation. The University shall document complaints and their resolution and retain copies of all materials in accordance with state and Federal records laws and University policy.
11. You may not record any meetings pursuant to this process. No recording devices are allowed during EOS/Title IX Office interviews or meetings. The EOS/Title IX Office personnel will take notes during all interviews with parties, as well as with all witnesses interviewed.
 - 11.1 EOS will reach out to parties and witnesses and provide a reasonable time period for the parties and witnesses to ensure the accuracy of their statements made during interviews before completing the final report.
12. Additional Conduct Violations
 - 12.1 Retaliation. Any person who retaliates against the parties or any other participants in an investigation or disciplinary process relating to an EOS/Title IX complaint, or any person who, under the Alternative Grievance Process, opposed any unlawful practice, is subject to disciplinary action up to and including dismissal or separation from the University. If any participant in an investigation believes they have been subject to retaliation, they should immediately report the alleged retaliatory conduct to the Title IX Coordinator or Deputy Title IX Coordinator.
 - 12.2 False Complaints. Any person who knowingly files a false complaint under the Alternative Grievance Process is subject to disciplinary action up to and including dismissal or separation from the University. A finding that a Respondent is not responsible for the Sexual Misconduct alleged does not imply a report was false.
 - 12.3 Interference with an Investigation. Any person who interferes with an investigation conducted under the Alternative Grievance Process is subject to disciplinary action up to and including dismissal or separation from the University. Interference with an ongoing investigation may include, but is not limited to:
 - 12.3.1 Attempting to coerce, compel, or prevent an individual from providing testimony or relevant information;
 - 12.3.2 Knowingly removing, destroying, or altering documentation relevant to the investigation; or
 - 12.3.3 Knowingly providing false or misleading information to the investigator or other personnel with the EOS/ Title IX Office or encouraging others to do so.

Campus Sexual Assault, Domestic Violence, Dating Violence, and Stalking Victim's Bill of Rights

The United States Congress enacted the "Campus Sexual Assault Victim's Bill of Rights" as a part of the Higher Education Amendments of 1992, as amended by the Campus Sexual Violence Elimination Act (Campus SaVE). This law requires that all universities afford sexual assault, domestic violence, dating violence, and stalking victims' certain basic rights such as:

- Accuser and accused must have the same opportunity to have others present, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- Both the accuser and the accused shall be simultaneously informed, in writing, of:
 - The outcome of any institutional disciplinary proceeding that arises from an allegation of domestic violence, dating violence, sexual assault, or stalking;

- The institution's procedures for the accused and the victim to appeal the results of the institutional disciplinary proceeding;
- Of any change to the results that occurs prior to the time that such results become final and
- When such results become final.
- Survivors shall be informed of the options to notify law enforcement, including on-campus and local police.
- Survivors shall be notified of counseling, health, mental health, victim advocacy, and legal assistance services.
- Survivors shall be notified of options for changing academic and living situations if so requested by the victim and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Primary Programs for Awareness and Programs to Prevent Sexual Assault, Domestic Violence, Dating Violence, and Stalking

The University of Texas at San Antonio provides students, faculty, and staff with ongoing awareness and prevention programs related to sexual violence, dating violence, domestic violence, sexual misconduct, gender-based violence, and stalking. These initiatives can help the campus community members reduce their risk of becoming a victim of sexual assault, domestic violence, dating violence, and stalking.

Furthermore, the primary awareness and prevention programs are designed to be relevant to the campus population, sustainable, responsive to community needs, and assessed for value and effectiveness. These programs also consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Primary Resources, Programs, and Events include:

The UTSA PEACE Center: The UTSA PEACE Center, established summer of 2019, is charged with providing confidential advocacy services and campus-wide comprehensive programming and education for our UT San Antonio community. The center's services include Prevention, Education, Advocacy, Consultation, & Empowerment for students, faculty, and staff. The UTSA PEACE Center offers free and confidential, comprehensive, victim-centered, trauma-informed advocacy services to individuals who have been impacted by sexual violence, dating violence, domestic violence, sexual misconduct, gender-based violence, and stalking. The Campus Advocate's primary role is to provide the following services: psychosocial assessment, risk assessment/danger assessment, safety planning, crisis intervention, case management, problem-solving, education on the Title IX process, support through administrative and/or criminal processes, and referrals to on and off campus resources as necessary.

The Campus Advocate may accompany a student to any official meeting with other University offices, Police Investigative interviews, or hearing proceedings.

The UTSA PEACE Center provides training, workshops, and outreach events with a focus on Primary Prevention Education. Examples include Green Dot bystander training, prevention education programming, and campus events that correspond to National awareness campaigns. The PEACE Center Prevention

Specialist is available to provide programming on specific topics to staff and faculty as requested. The UTSA PEACE Center received a three-year Department of Justice Office of Violence Against Women Grant to reduce incidents of sexual violence, dating/domestic violence, and stalking on campus. This grant created the Coordinated Community Response Team, which meets monthly to collaborate and streamline reporting processes, prevention education, and revise current sexual violence policies as needed. Contact information: UTSA PEACE Center, SU 1.02.22, (210)458-4077.

Below is a list of some of the prevention, risk reduction, and awareness programs UT San Antonio offers.

Sexual Assault Awareness Month (SAAM Activities/Programs): Various UT San Antonio Departments collaborate each April to participate in this nationwide event by hosting activities that promote sexual assault awareness and prevention. Events include tabling events in high-traffic areas of campus, workshops, film screenings, discussion groups, social norming campaigns, photo booths, and collaboration with registered student organizations. Messaging towards recurring annual campaigns such as RAINN Day, Start by Believing, and Denim Day are highlighted throughout the month. Learn more at <http://www.utsa.edu/students/wellbeing/programs/sexual-assault-awareness-month.html>

Start by Believing Day: Each April, UT San Antonio raises awareness of sexual violence, which includes sexual assault, dating violence, domestic violence, and stalking prevention, through Start by Believing Day, an institution-wide educational fair aimed at ending the cycle of silence and educating attendees on ways to effectively respond to sexual violence, dating violence, domestic violence, and stalking. Attendees can ask questions, learn about resources available on campus, in the community, and make a pledge to become an active bystander.

Take Back the Night: Each Fall, UT San Antonio participates in Take Back the Night, a gender inclusive experience to help college students take back the night and stop intimate and interpersonal violence on campus. At UT San Antonio, Take Back the Night brings the community together by providing a resource fair, guest speakers, a Silent Witness exhibit, and a march around campus.

National Night Out: This annual fall event aims to decrease crime and increase safety awareness. It features crime prevention information tables, games, food, and entertainment.

Safety Escort Program: Uniformed UT San Antonio Department of Public Safety staff, including Rowdy Watch Student Patrol, provide escorts around the clock upon request from anywhere on campus to any other location on campus. Request an escort at (210)458-4242.

The Pre-Game: The Pre-Game is an alcohol prevention education event that will feature music, food, and giveaways! Stop by and participate in fun and interactive activities to learn about alcohol and drug prevention education.

Online Student Sexual Assault Prevention Programs: This online program educates students about the elements of healthy relationships, the importance of sexual consent, and the role of bystanders in creating safe, healthy communities. This program is required for all first-time freshmen, transfer students, and incoming graduate students. Additionally, ongoing training is available for all current students.

Crime Prevention Presentation: The UT San Antonio Department of Public Safety Community Engagement Unit, established in 1994, offers a series of presentations to students about personal safety, risk reduction, sexual assault prevention, acquaintance rape, women's self-defense, and alcohol and drug awareness. Customized crime prevention presentations and literature related to sexual harassment and sexual assault

prevention are also available upon request. Learn more at <http://www.utsa.edu/publicsafety/crime-prevention/crime-prevention-tips.html>

Institutional Standards of Conduct Training: This regular training for faculty, staff, and student employees addresses federal and state laws, particularly those that are relevant to the higher education environment. The training covers sexual harassment, Title IX, and Campus SaVE Act, and informs university employees about crime prevention and their mandatory reporting responsibilities.

Title IX Training: This comprehensive classroom training about Title IX educates responsible employees about issues related to stalking, dating and domestic violence, and sexual assault.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Policy

Violence Against Women Act of 1994 (VAWA) and Reauthorization Act of 2022

On March 15, 2022, President Biden signed into law the Consolidated Appropriations Act of 2022, which included the Violence Against Women Act Reauthorization Act of 2022 (VAWA 2022). VAWA 2022 reauthorizes, amends, and strengthens the Violence Against Women Act of 1994, as amended (VAWA). The provisions of VAWA 2022 that are applicable to HUD programs are found in Title VI of Division W of the Consolidated Appropriations Act of 2022, which is entitled “Safe Homes for Victims.” Section 2 of VAWA 2022 provides revised definitions for the statute.

Introduction

It is the policy of The University of Texas at San Antonio to maintain an environment that is free from intimidation and one in which students may be educated to their fullest potential. UT San Antonio fosters an understanding of differences and cultivates the ethical and moral issues that are the basis of a humane social order. Therefore, UT San Antonio prohibits and will not tolerate physical abuse, threats of violence, physical assault, or any form of sexual assault, including but not limited to acquaintance or date rape, domestic violence, dating violence, and/or stalking. In addition, all such acts of sexual violence, which include sexual assault, dating violence, domestic violence, and stalking, are considered forms of Sexual Harassment covered under Title IX of the Education Amendments of 1972 (Title IX) and the 1994 Violence Against Women Act.

State Definitions

In Texas, the Family Code defines “Family Violence” (domestic violence) to mean an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself. (Texas Family Code 71.004)

“Dating Violence” is defined in Texas as an act, other than a defensive measure to protect oneself, by an actor that is committed against a victim or applicant for a protective order with whom the actor has or has had a dating relationship or because of the victim’s or applicant’s marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage. The act is intended to result in physical harm, bodily injury, assault, or sexual assault. A “dating relationship” means a relationship

between individuals who have or have had a continuing relationship of a romantic or intimate nature, which is determined based on consideration of the length, nature, frequency, and type of interaction between the persons involved in the relationship. A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a “dating relationship.” (Texas Family Code 71.0021)

The Texas Penal Code defines “Sexual Assault” as an offense if committed by a person that intentionally or knowingly causes the penetration of the anus or sexual organ of another person by any means, without that person’s consent, or causes the penetration of the mouth of another person by the sexual organ of the actor, without that person’s consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor. (Texas Penal Code Sec. 22.011)

“Without Consent” in regard to sexual assault is defined in the Texas Penal Code as:

- The actor compels the other person to submit or participate by the use of physical force, violence, or coercion;
- The actor compels the other person to submit or participate by threatening to use force or violence against the other person or to cause harm to the other person, and the other person believes that the actor has the present ability to execute the threat;
- The other person has not consented, and the actor knows the other person is unconscious or physically unable to resist;
- The actor knows that as a result of mental disease or defect, the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it;
- The other person has not consented, and the actor knows the other person is unaware that the sexual assault is occurring;
- The actor 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;
- The actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat;
- The actor is a public servant who coerces the other person to submit or participate;
- The actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person’s emotional dependency on the actor;
- The actor is a clergyman who causes the other person to submit or participate by exploiting the other person’s emotional dependency on the clergyman in the clergyman’s professional character as spiritual advisor;
- The actor is an employee of a facility where the person is a resident unless the employee and resident are formally or informally married to each other;
- The actor is a health care services provider who, in the course of performing an assisted reproduction procedure on the other person, uses human reproductive material from a donor knowing that the other person has not expressly consented to the use of material from that donor;
- The actor is a coach or tutor who causes the other person to submit or participate by using the actor’s power or influence to exploit the other person’s dependency on the actor;
- The actor is a caregiver hired to assist the other person with activities of daily life and causes the other person to submit or participate by exploiting the other person’s dependency on the actor. (Texas Penal Code Sec. 22.011)

Texas law defines “Stalking” as when a person commits an offense if the person, on more than one occasion and pursuant to the same course of conduct directed specifically at another person, knowingly engages in conduct that:

1. The actor knows or reasonably should know that the other person will regard as threatening bodily injury or death for the other person; bodily injury or death for a member of the other person’s family or household, or for an individual with whom the other person has a dating relationship; or that an offense will be committed against the other person’s property;
2. Causes the other person, a member of the other person’s family or household, or an individual with whom the other person has a dating relationship to be placed in fear of bodily injury or death or fear that an offense will be committed against the other person’s property, or to feel harassed annoyed, alarmed, abused, tormented, embarrassed, or offended. Further, it would cause a reasonable person to fear bodily injury or death for himself or herself; bodily injury or death for a member of the person’s family or household or for an individual with whom the person has a dating relationship; or that an offense will be committed against the person’s property; or feel harassed, annoyed, alarmed, abused, tormented, embarrassed or offended. (Texas Penal Code Sec. 42.072)

Federal Definitions – Violence Against Women Act 1994

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
2. For the purposes of this definition –
 - a. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b. Dating Violence does not include acts covered under the definition of domestic violence.

Domestic Violence: means a pattern of behavior involving the use or attempted use of physical, sexual, verbal, psychological, economic, or technological abuse or any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, by a person who –

1. Is a current or former spouse or dating partner of the victim or other person similarly situated to a spouse of the victim;
2. Shares a child in common with the victim;
3. Is cohabitating with, or has cohabitated with, the victim as a spouse or domestic partner;
4. Commits acts against a youth or adult victim who is protected from those acts under the domestic or family violence laws of the jurisdiction.

Stalking:

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to –
 - a. Fear for his or her safety or the safety of others; or
 - b. Suffer substantial emotional distress.
2. For the purposes of this definition

- a. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- b. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- c. Substantial emotional distress means, significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Procedures to follow if you are the Victim of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

Anyone who is a victim of any form of sexual assault, domestic violence, dating violence, or stalking should immediately call the UT San Antonio Department of Public Safety by dialing 4911 on campus or by calling (210)458-4911. Reporting these crimes does not mean that the victim must press charges, take the case to trial, and/or a university disciplinary hearing.

A victim may be undecided about filing criminal charges, but it is very important to report to the police, preserve evidence and going to a hospital for forensic collection of physical evidence that may assist in proving that a criminal offense occurred and may be helpful in obtaining a protective order. Treatment at a hospital is also important for the treatment of injuries and emotional trauma. A victim may always exercise the option to file criminal charges later.

Victims may also report in a confidential manner to any of the following: UT-Health Wellness 360 Counseling at (210-458-4140), UTSA PEACE Center, Confidential Advocacy Services (210-458-4077), or Student Health Services at (210-458-4142). While the above-mentioned offices are confidential, they are now required by law to report incidents of sexual assault, sexual harassment, stalking, dating violence, and domestic violence that occurred while enrolled at UT San Antonio. They are only required to report that the incident occurred and the type of offense; no personally identifiable information is shared.

Any student or employee victim who reports to UT San Antonio that has been a victim of sexual assault, domestic violence, dating violence, and stalking, whether the offense occurred on or off campus, will be

provided with a written explanation of the victim's rights and options. These can be found:

<https://www.utsa.edu/eos/docs/Title-IX-C.A.R.E.S.-Updated-Fall-2025.pdf>

<https://www.tdcj.texas.gov/divisions/vs/rights.html>

UT San Antonio will protect the confidentiality of victims and other necessary parties in all public access records, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925 (a)(20)). UT San Antonio will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of UT San Antonio to provide the accommodations or protective measures.

Notification of Law Enforcement

Victims of sexual assault, domestic violence, dating violence, and stalking, or persons who have information regarding these crimes, are strongly encouraged to report the incident to the UT San Antonio Department of Public Safety immediately. It is the UT San Antonio PD's policy to conduct investigations of all sexual assault, domestic violence, dating violence, and stalking complaints with sensitivity, compassion, patience, and respect for the victim.

Investigations are conducted in accordance with guidelines established by the Texas Penal Code, Code of Criminal Procedure, and the Bexar County District Attorney's Office. UT San Antonio PD will report all acts of sexual violence, which include sexual assault, dating violence, domestic violence, and stalking, to the Title IX Coordinator on campus. A victim of sexual assault, domestic violence, dating violence, or stalking has the right to decline notification or reporting to law enforcement authorities.

Non-Reported Sexual Assault Evidence Programs

The Non-Reported Sexual Assault Evidence Program allows survivors of a sexual assault to obtain a forensic medical exam and have evidence collected, without cost to the victim, even if they do not wish to involve law enforcement personnel at the time of its collection. This will secure the evidence while giving the survivor time to consider if they want to report the assault. To access a SAFE exam in San Antonio, call the hotline:

San Antonio Area
24/7 Hotline
(210)767-9556

Sexual assault victims enter through the emergency room but have a separate waiting area and exam room. A victim may bring a friend to the hospital for support. A Rape Crisis Center Advocate can be present to offer emotional support. If the assault occurred weeks or months before, medical attention is still important. Contact UT San Antonio Department of Public Safety's Community Engagement Unit at (210) 458-6250 for more information or assistance. Student victims of sexual violence, which include sexual assault, dating violence, domestic violence, and stalking, can also contact the Title IX Coordinator in the Office of Equal Opportunity Services at (210) 458-4120.

Bystander Intervention

Bystander intervention is defined as the willingness to take action and help someone in time of need to prevent harm. Safe and positive options for bystander intervention will be in place for an individual who intervenes to prevent harm when there is a risk of sexual assault, domestic violence, dating violence, and stalking against a person. Safe and positive options for bystander intervention include:

- Utilize the three D's to take Direct action, Delegate others to act, or use Distraction to reduce harm
- Join a 90-minute virtual Green Dot session to learn bystander intervention skills to intervene in a situation involving harm to others. It is available to incoming students and new employees and also on an ongoing basis.
- Call UT San Antonio Department of Public Safety (210) 458-4911
- Report to a 24-hour Crisis Helpline – for emotional support (210) 458-4120
- Report to the Equal Opportunity Services office (210) 458-4120

Getting others involved and reporting potential or actual crimes to the police or UT San Antonio officials helps to mitigate risk for the bystander and serves to ensure that the victim receives appropriate care, as well as addressing the offender's behavior.

Behavioral Intervention

The Behavioral Intervention Team (BIT) is dedicated to a proactive, coordinated, and planned approach to the identification, prevention, assessment, management, and reduction of interpersonal and behavioral threats to the safety and well-being of the University of Texas at San Antonio students, faculty, staff, and visitors. Anyone can report concerning or threatening behavior to the Behavioral Intervention Team by submitting an online referral at <http://www.utsa.edu/bit> or speaking with a team member.

Pseudonym/Criminal Charges

All information and reports of sexual assault are kept strictly confidential. In accordance with the Texas Code of Criminal Procedures Art. 57, victims may use a pseudonym to protect their identity. A pseudonym is a set of initials or a fictitious name chosen by the victim to be used in all public files and records concerning the sexual assault. The victims of sexual assault, domestic violence, dating violence, and stalking are not required to file criminal charges or seek judicial actions through the university disciplinary process. However, victims are encouraged to report the assault in order to provide them with physical, academic, and emotional assistance.

Police Training

UT San Antonio Department of Public Safety police officers attend the Sexual Assault Family Violence Investigators Course (SAFVIC). This course is specifically designed to provide law enforcement officers with the tools they need to effectively investigate and prevent sexual assault and family violence. The curriculum covers crucial aspects of law enforcement's response to these crimes, as well as the creation and use of community-based resources to assist law enforcement's efforts. SAFVIC is offered when classes become available. Officers are also assigned online mandatory SUNY Training that also focuses on Trauma-Informed Response.

Victim Support Services

Written information and assistance is available for the victim through the UT-Health Wellness 360 Counseling (210-458-4140), UT-Health Wellness 360 Health Services (210-458-4142), UTSA PEACE Center, Confidential Advocacy Services (210-458-4077), Rape Crisis Hotline (210-349-7273), Rape Crisis Center (210-521-7273), The Bexar County Family Justice Center (210-208-6800), and the Office of Student Affairs (210-458-4720). These departments can provide support services to the victim and specifically assist the victim in reporting a sexual assault, domestic violence, dating violence, or stalking to the UT San Antonio Department of Public Safety. The UT San Antonio Department of Public Safety Community Engagement Unit is available to all victims to provide an immediate safety plan, written information about personal safety, information and

assistance in obtaining protective or no contact orders, information and assistance with campus housing relocation for campus residents, Texas Crime Victims' Rights, Texas Crime Victims Compensation Fund, and other related information upon request.

Protective and No Contact Orders

Victims of sexual assault, domestic violence, dating violence, and stalking are eligible to apply for protective orders and/or no-contact orders or similar lawful orders issued by a criminal, civil, or tribal court and/or the Office of Student Conduct & Community Standards. Protective orders may prohibit the offender from committing further acts of family violence or harassing or threatening the victim, either directly or indirectly, by communicating the threat through another person. A "No Contact Order" is a court order or administrative order that prohibits someone from contacting another person in any way. Texas law provides for the criminal enforcement of valid out-of-state protective orders. For more information on protective orders, contact the UTSA Community Engagement Unit at (210) 458-6250 or the Bexar County Family Justice Center at (210) 208-6800.

Supportive Measures: Assistance with Changes in Academic and Living Situation

The EOS/Title IX office can assist with supportive measures prior to or during an investigation. The EOS/Title IX office provides this in their written CARES document to parties after the initial report of every situation. In addition, the document includes services provided by on and off-campus providers. The EOS/Title IX office can take immediate action to implement supportive measures to assure the safety and well-being of the complainant and respondent, to maintain an environment free from harassment, discrimination, or retaliation, and to protect the safety and well-being of community members. Supportive measures are designed to ensure equal access to educational programs and activities as well as equal access to the workplace.

The following list is not exhaustive, and each situation will be handled on a case-by-case basis to evaluate what might be reasonably available under the specific circumstances:

- Class schedule or dorm room changes
- Work schedule changes
- Transportation assistance
- Change in dining location
- Excused absences or substitute assignments
- Escorts for safe movement within the campus community
- University-issued stay-away orders or agreements
- Supportive measures – counseling, mental health, medical services
- Assistance in acquiring victim advocacy services from local providers
- Assistance in acquiring a visa and immigration information
- Assistance in acquiring student financial aid information
- Assistance in acquiring legal services

Parties are encouraged to communicate any other needs regarding protective measures that may not be listed, and if available, additional protective measures may be provided.

Sex Offender Registration Requirements

Federal law requires convicted sex offenders to register with local law enforcement in the jurisdiction where they live, as well as those who have indicated that they are enrolled, employed, or carrying on a vocation at institutions of higher learning. That information is provided to the Texas Department of Public Safety, which maintains a public database of names, crimes, and addresses. Information concerning Sex Offender Registration information and registered sex offenders is found on the Texas Department of Public Safety website for Sex Offender registration at <https://publicsite.dps.texas.gov/SexOffenderRegistry>

All sex offenders attending school or working at The University of Texas at San Antonio are required to register with the UT San Antonio Department of Public Safety, which maintains university records of sex offenders.

Drug and Alcohol Policies

In compliance with the Drug Free Schools and Communities Act (DFSCA), the University has a drug and alcohol abuse and prevention program, which includes an annual notification to students and employees regarding certain drug/alcohol-related information (such as legal sanctions for violations of applicable laws, health risks, etc.) and biennial review of this program to evaluate its effectiveness and assess whether sanctions are being consistently enforced. For more information, see below.

- Student/employee alcohol/drug policy: <https://www.utsa.edu/hop/chapter9/9.16.html>
<https://www.utsystem.edu/board-of-regents/rules/80102-alcoholic-beverages>
<https://www.utsa.edu/hop/chapter9/9-18.html>
<https://www.utsystem.edu/sites/policy-library/policies/uts-102-drugs-and-alcohol-policy>
- Annual notification: Employees are provided notification of policies through annual compliance training, and students are provided with the policy during enrollment; both are required on an annual basis.
- Alcohol/drug Student Policies
<https://catalog.utsa.edu/policies/administrativepoliciesandprocedures/drugfreeschoolsandcommunitiesact/>
- Biennial Review report

Drugs

The unlawful manufacture, distribution, dispensing, possession, or use of illegal drugs on any UT San Antonio Campus or at any UT San Antonio-sponsored events held off campus is prohibited. No one may use illegal substances or abuse legal substances, including alcohol, in a manner that impairs the performance of assigned tasks. UT San Antonio police officers enforce laws regulating the use of illegal drugs.

Texas law prohibits the medically unsupervised use, possession, sale, manufacture, or distribution of drugs classified as illegal or the use, possession, sale, manufacture, or distribution of prescription medication used in an illegal manner or used in a manner other than that prescribed. Students determined to be in violation are subject to arrest, criminal prosecution, and referral to Student Conduct and Community Standards for disciplinary action. Additional policies on drugs regulated by campus housing may apply at campus housing facilities.

The UT San Antonio Student Code of Conduct prohibits the use, manufacture, possession, sale, or distribution on campus of the substances defined and regulated under the Texas Health and Safety Code, except as may be allowed by the provisions of such articles.

Alcohol

The use of alcoholic beverages must comply with Texas law and is strictly limited to persons 21 years of age or older. The possession, transportation, and/or consumption of alcohol by individuals less than 21 years of age is strictly prohibited. UTSA Police Officers enforce laws regulating the use of alcoholic beverages and underage drinking. Officers may issue court appearance citations or affect an arrest if required by law. In addition, student violators are referred to the Student Conduct and Community Standards office, Housing and Residence Life, and Campus Living Villages as appropriate. Alcoholic beverages may not be consumed or possessed in public areas of the university except for approved catered events or at authorized off-campus facilities. Additional policies on alcohol regulated by Housing and Residence Life apply at campus housing facilities. According to the UT San Antonio Student Code of Conduct, the use or possession of any intoxicating beverage is prohibited in classroom buildings, laboratories, auditoriums, library buildings, museums, faculty and administrative offices, intercollegiate and intramural facilities, housing facilities (except at Laurel Village and the University Oaks Apartments with specific restrictions), and all other public areas. Regarding the possession and consumption of alcoholic beverages, Texas State law will be strictly enforced on the campuses at all times.

Drug and Alcohol Services on Campus

As part of Wellbeing Services, the UT San Antonio Recovery Center provides comprehensive support for students experiencing problematic substance use, substance use disorders, and other addictive behaviors, as well as prevention and education initiatives and a nationally accredited collegiate recovery program (CRP).

Recovery Support: The Recovery Center's CRP provides Roadrunners in or interested in recovery the programming, resources, environment, and support to excel in recovery, college, and well-being.

Active student members in recovery enjoy a dedicated recovery lounge for studying and socializing. Members benefit from free printing, snacks, beverages, and small meals in an effort to reduce food insecurity. Individual services are available to students seeking additional recovery support. Peer support groups are facilitated daily including: All Recovery, 12-step Recovery, and SMART Recovery. During the 23-24 academic year, Zen Recovery, a Buddhist approach fashioned after Recovery Dharma, Eating Recovery, and S* a sexual addictions groups, were included. The Recovery Center also implemented Recovery Peer Support, utilizing the services of a volunteer Recovery Support Peer Specialist (RSPS), as well as providing training for the Graduate Services Assistant to receive RSPS certification and supervision while providing services to student members.

Prevention and Education: The Recovery Center provides individual and group services to help students explore their alcohol and/or cannabis use, providing the opportunity to increase positive choices while decreasing risks and consequences. Programs include BASICS, Brief Alcohol Screening, and Intervention for College Students, A 2-session brief intervention that provides alcohol education and utilizes individual assessment patterns of use with the aim of reducing consequences. CASICS is adapted from BASICS to provide education and assessment for cannabis use.

The Recovery Center provides training and support to student organizations, faculty, and staff upon request. Opioid Overdose Awareness and Prevention and Narcan Use Training are also provided, open to anyone who wishes to participate and receive a free supply of the opioid overdose reversal medication NARCAN.

Students struggling with substance use receive free assessment and counseling at the Recovery Center, provided by licensed professional staff and student trainees. Students in need of more intensive services are referred to community partners and local treatment centers. Students with co-occurring mental health challenges are referred to on-campus partners Wellness 360.

Wellness 360 (210-458-4142) is located in the Recreation and Wellness Center, Room 1.500, and no appointment is required. Wellness 360 provides referrals for education and other support services to students dealing with alcohol and drug issues.

Wellbeing Services offers a Peer Education Program whose mission is to promote healthy lifestyles and better decision-making to the UT San Antonio community by providing accurate health information and resources to students. The program consists of Peer Educators and UT San Antonio student volunteers who provide peer-to-peer education on various health topics through fun and interactive games and discussions. Peer Educators work together to promote wellness by increasing awareness of student health issues and encouraging positive lifestyles. Topics covered in the Peer Education Program include:

- Alcohol
- Flu
- Time Management
- Nutrition
- Healthy Relationships
- Tobacco
- Body Image
- Financial Health
- Stress
- Sexual Health
- Physical activity
- Skin Care

The Student Involvement Center (210-458-4160) is located in the HEB Student Union, Room 1.210, and provides a variety of programming opportunities and events for students. Training is provided to the Student Activities Risk Education staff to facilitate discussions with representatives of UTSA's 248 student organizations regarding drug and alcohol use and misuse among student organizations. Campus-wide programs with intentional educational messages regarding alcohol and drugs are offered throughout the year. Educational programs include The Pre-Game, Party on the Paseo, and Late Night at the Rec. Classroom and student organization presentations are also offered.

Student Conduct and Community Standards office (210-458-4720) is located in the Student Union, Room 2.01.04, and promotes appropriate standards of behavior for the UT San Antonio community and administers the conduct process using the E.P.I.C. (Engagement, Personal development, Interpersonal development, and Community membership) Journey Sanctioning Model. This developmental approach to conduct includes combining consistently applied inactive sanctions, such as probation and deferred suspension, with active experiences to engage the student in risk education and learning. This combination of sanctions provides a journey intended to transform the student's decision-making patterns.

UT San Antonio Department of Public Safety collaborates with other campus departments in providing alcohol and drug awareness programs. These programs include:

- National Collegiate & Drug Alcohol Week
- Spring Break Safety
- U in the Driver's Seat
- Late Nite @ the Rec
- The Pre-Game

People Excellence provides employees with services through the Employee Assistance Program (EAP). The Employee Assistance Program is a confidential service that includes short-term assessments, counseling, prevention, education, crisis intervention, and referrals for a wide range of issues, including substance abuse. For additional information, please visit the website at <http://www.utsa.edu/people-excellence/current-employees/benefits/eap.html>

Safety Awareness Programs

The University of Texas at San Antonio encourages all students and employees to take an active role in their own security and practice good safety habits. UT San Antonio has a number of campus-wide educational programs, such as orientation for new students, faculty, and staff, including:

Roadrunner Days: A series of required events for all freshman and transfer students that traditionally take place on the two days prior to the first day of classes and are held twice a year; these events include elements of safety and security from the UT San Antonio Police Department.

Health Fairs: Held twice a year to give faculty, staff, and students information on various health issues, including HIV awareness, drug and alcohol dependency issues, and sexual assault awareness.

International Student Orientation: Usually held three times a year for international students to gain knowledge of UTSA student support services and academic life and reduce anxiety about the transition to U.S. college life.

Wellbeing Service – Alcohol and Drugs Presentation: This is a peer-led discussion on the risks of alcohol and drug use that is presented to student organizations in a classroom or conference setting and offered several times during the year.

UTSA PEACE Center: The UTSA PEACE Center provides confidential advocacy services to students, faculty, and staff who have experienced incidents related to sexual violence, which includes sexual assault, dating violence, domestic violence, and stalking. Advocates utilize a comprehensive approach to assist victims with getting their core needs met in the following areas: safety, healing, justice, and restitution.

State-Mandated Risk Management Training for Student Organizations: In September 2007, the State of Texas passed a law requiring student organization leaders and advisors to attend a training course that covers seven risk management topics that include alcohol, drugs, hazing, sexual harassment, firearms, weapons, travel and behavior at organization events. It is the hope of both the State of Texas and UT San Antonio that students will practice risk management techniques in order to have safe student organizations.

UT San Antonio Student Organizations are required to send two student leaders each academic year to a state-mandated risk management training course provided by the Student Involvement Center. Advisors of student organizations are required to attend at least one training. Once the organization has had two leaders

attend a training session, it is the duty of those representatives to ensure that members of their organization are aware of the information presented.

E.P.I.C. Journey: Administered by Student Conduct and Community Standards, the EPIC Journey model is a developmental approach to conduct intended to transform the student's decision-making patterns.

These programs are offered at scheduled times during the calendar year, and all university community members are encouraged to attend. The programs are designed to inform students, faculty, and staff about campus safety and security procedures.

Campus Carry

General Provisions

Subject to applicable Texas or Federal laws and rules adopted by UT San Antonio, individuals holding a valid license to carry (LTC) or the former state designation for the same, Concealed Handgun License (CHL), will be allowed to carry their Handgun, concealed on their person on the campuses of UT San Antonio, except in areas designated as Exclusion Zones as outlined in Appendix A.

Pursuant to Texas Penal Code Sections 46.035 and 30.07, the open Display of a Handgun in plain view of another person on UT San Antonio campuses is never allowed except by authorized individuals, such as licensed peace officers of the UT San Antonio Department of Public Safety or other commissioned peace officers.

While UT San Antonio will employ all reasonable means to clearly delineate Exclusion Zones by signage in accordance with Texas law, it is the responsibility of the License Holder to know, understand, and follow these rules and applicable laws while on UT San Antonio Campuses. Holders of such permits are bound by state and federal law and may face criminal or civil penalties for violation of those statutes.

Authorized LTC Holders are not required to disclose their status to anyone other than a law enforcement officer. UT San Antonio will not maintain a list of LTC Holders. This information is not a matter of public records.

UT San Antonio employees (other than law enforcement officers) may not, under any circumstances, require students or employees to disclose their LTC status.

UT San Antonio will not provide gun storage on campuses. LTC holders must keep their Concealed Handguns in a secure location, on or about their person at all times. For the purposes of this policy and subject to the requirements of Texas law, "on or about one's person" means close at hand and within such distance of the LTC holder so that without materially changing his/her position, the LTC holder could get his/her hand on it. UT San Antonio recommends the use of holsters or protective covers.

LTC holders are responsible for safeguarding their handguns at all times and must take all necessary precautions to ensure their handguns are secured in a manner that is most likely to prevent theft, loss, damage, misuse, or accidental discharge. LTC Holders are liable for any and all damage, injury, liability, loss, cost, or expense, directly or indirectly, resulting from or arising out of an accidental or inadvertent discharge of their concealed handgun or their violation of this policy.

Specific Exclusions to Concealed Carry of a Handgun

The UT San Antonio President is the only person with the authority to declare a specific area as an Exclusion Zone. Therefore, except as provided herein, without the express written consent of the President, no faculty member, staff member, student, or student groups may designate an area as an Exclusion Zone.

Subchapter H, Chapter 411 of the Texas Government Code gives the presidents of public universities the ability to designate gun-free zones on their campuses. UTSA has identified Exclusion Zones based on applicable laws and regulations, the general makeup of the campus population in those areas, safety considerations, and any unique material characteristics of the areas. The Texas Government Code 411.2031(d-1) and the Texas Penal Code 30.06 require notice to be given regarding areas where LTC holders may not carry. Signage will be provided for these areas, using the required wording. A list of Exclusion Zones can be found at <https://www.utsa.edu/campuscarry/policy.html>

Training and Awareness

Mandatory training regarding information about the Campus Carry Law and procedures for responding to violations or associated emergencies will be provided to faculty, staff, and students.

Compliance, Violations, and Enforcement

Compliance is the responsibility of all persons on UT San Antonio Campuses. It is the responsibility of the LTC holder to know, understand, and follow this policy and applicable laws while on UT San Antonio Campuses. LTC holders are bound by state and federal law and may face criminal or civil penalties for violation of those statutes.

Any violation of this policy by members of the UT San Antonio community will be dealt with in accordance with applicable University policies and procedures, which may include disciplinary actions up to and including termination of employment for employees or expulsion for students.

Violations of this policy by anyone not a member of the UT San Antonio community will result in removal from UT San Antonio property. Suspected violations of law will be reported to the UT San Antonio PD or other law enforcement agencies and may result in criminal penalties.

Individuals should report noncompliance to UT San Antonio PD, who will forward potential violations to the Office of Institutional Compliance and/or Office of People Excellence or Student Conduct and Community Standards.

Missing Students Who Reside on Campus

If any person has reason to believe that a student who resides on campus is missing for more than 24 hours, he or she should immediately notify the UT San Antonio Department of Public Safety at (210-458-4911). Missing students who reside in on-campus housing (Alvarez Hall, Chaparral Village, Chisholm Hall, Guadalupe Hall, Laurel Village) may also be reported to Housing and Residence Life (210-458-6200), or if the student resides in the Oaks, it can be reported to the staff at the Oaks at (210-877-4000), and they will immediately notify the UT San Antonio Department of Public Safety. Depending on jurisdictional issues, UT San Antonio Department of Public Safety will generate a missing person report, initiate an investigation,

and/or assist outside law enforcement agencies in the furtherance of a missing person investigation by sharing relevant investigative information.

After investigating a missing person report, if it is determined that the student has been missing for 24 hours, the UT San Antonio Department of Public Safety will notify local police authorities unless it was local law enforcement that made the determination that the student is missing. If the missing student is under the age of 18 and is not emancipated, the UT San Antonio Department of Public Safety will also notify that student's custodial parent or legal guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

Prior to moving into on-campus housing, all students have the option of designating someone as their "Missing Person" contact. This designation is confidential and can be the same as or different than the person designated as the student's "emergency" contact. The confidential contact information is restricted and will only be used by authorized campus officials and/or law enforcement as necessary in compliance with all applicable privacy laws. Students who wish to identify and select a confidential contact can do so through their respective on-campus housing management.

Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, the person determining that the student is missing or the campus representative to whom the report is made will inform the local law enforcement agency that has jurisdiction in the area within 24 hours of the determination that the student is missing. UT San Antonio PD or local law enforcement will notify the missing person contact within 24 hours of the student being missing.

Self-Protection for On-Campus Residence

- BE AWARE!!! Residents should be familiar with who lives in their building and who does not.
- Report any suspicious person or activity immediately to HRL at (210) 458-6200, or the UTSAPD at (210) 458-4242
- Always lock your door and windows. Lock them especially at night before you go to bed or when you are alone in your apartment. Make sure you have your ID with you when you lock your door.
- Promptly report any unlocked doors and windows, or any door and window that is not locking securely.
- DO NOT OPEN your door to STRANGERS!!! Never unlock your door for a person you cannot identify themselves. If such a situation occurs, do not hesitate to contact HRL or the UTSAPD.
- Report all suspicious telephone calls to a staff member. Never give your credit card number, social security number, or student ID number over the phone.
- Whenever possible, travel with a group, especially at night or early morning. Always alert your roommate, a friend, or a staff member as to your destination and when you expect to return.
- Download the LiveSafe app for iOS or Android and the UTSA Mobile app for access to UTSA PD.
- Travel in well-lighted areas at night and early in the morning.
- Avoid shortcuts through dark, wooded, or deserted areas.
- Whenever possible, walk facing traffic so you can better judge potential traffic hazards and decrease the possibility of being followed by someone in a vehicle. Step away from alleys and recessed doorways.
- Park in the best-lighted area you can find. If you park early and leave late, take the time in the afternoon to move your car to a well-lighted area. Report areas that are not well lighted. Notify a staff member if you notice an exterior light that is not working.

- Keep car keys in your hand when walking to your car. These can be used as a weapon. This also cuts down the time it takes to get into your car. Check beneath your vehicle as well as in the back seat to ensure no one is hiding there.
- Never leave keys in your car, even if you plan on being gone from your car only a few moments. It takes less than a minute to steal a typical locked vehicle, and a few seconds to steal a car with keys in the ignition. It is also against the law to leave your vehicle running with keys in the ignition.
- Keep car doors locked when riding in any vehicle.
- BE ALERT AND AWARE of unusual or suspicious activities in your area. If a suspicious pattern of activity emerges, take the initiative and call UTSAPD immediately.
- If you are being followed, never drive home. Drive to a police station, fire station, or busy service station and honk. Never get out of your car unless you are positive you can make it inside safely.
- Don't be afraid to trust your instincts.
- BLUE EMERGENCY PHONE CALL BOXES give you direct access to the UTSAPD. Use these as a fast means of reporting crimes or to summon assistance in an emergency. Even if you are unable to communicate, push the button on the Blue Phone box and UTSAPD will know your location immediately. The LiveSafe app offers a fast means of reporting crimes or summoning assistance as well.
- Use common sense to avoid self-defense! Avoid locations and behaviors that put you at risk.

On-Site Staff

Housing and Residence Life employs resident assistants who live on-site to support residents and the operation of the communities. There are also graduate and professional staff members living on-site who provide support to the RAs. Together, these staff members provide after-hours emergency coverage.

To contact an RA on-call staff member, please call:

- Chaparral Village Buildings 1, 2, 3, 4, 5, and 12 call (210) 889-0481
- Chaparral Village Buildings 6, 7, 8, 9, 10, and 11 call (210)336-2578
- Laurel Village Buildings 1, 2, 3, and 4 call (210) 336-2541
- Laurel Village Buildings 5, 6, 7, and 8 call (210) 889-0026
- Alvarez Hall North Tower (210) 315-7139
- Alvarez Hall South Tower (210) 315-3631
- Guadalupe Hall (210) 935-4743
- Chisholm Hall (210) 935-4746
- CLV-UOA (210) 389-7216

A map of the UT San Antonio Main Campus can be found at

<https://www.google.com/maps/d/edit?mid=1ouLILnOEKfyFN7SjF9rKlt5XXZiWr5Wq&usp=sharing>

A map of the UT San Antonio Downtown Campus can be found at

<https://www.google.com/maps/d/edit?mid=1DKr7lezp64PoqRoyla0GW50X8tRq7Csu&usp=sharing>

2024 Main Campus Crime Statistics

Offense Type	On-Campus	Non-Campus	Public Property	Total	On-Campus Student Housing
Murder/Non-Negligent Manslaughter	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0
Rape	11	0	0	11	9
Fondling	5	2	0	7	1
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	2	0	0	2	0
Burglary	1	1	0	2	1
Motor Vehicle Theft	14	0	0	14	0
Arson	0	0	0	0	0
Weapons Law Violation-Arrest	2	0	2	4	0
Drug Law Violation-Arrest	15	0	3	18	5
Liquor Law Violation-Arrest	58	0	4	62	42
Weapons Law Referral for Discipline	1	0	0	1	0
Drug Law Referral for Discipline	31	0	0	31	27
Liquor Law Referral for Discipline	27	1	0	28	23
Violence Against Women Act Offenses	On-Campus	Non-Campus	Public Property	Total	On-Campus Student Housing
Domestic Violence	3	0	0	3	2
Dating Violence	15	0	1	16	9
Stalking	15	0	0	15	2

There was 1 unfounded Motor Vehicle Theft reported at the Main Campus. All crimes were evaluated for all hate crime bias categories for all Clery Geography. The following is a list of Hate crimes that were reported at the Main Campus in 2024.

Hate Crimes
1 On-Campus Destruction/Damage/Vandalism of Property characterized by National Origin.
1 On-Campus Intimidation characterized by Gender Identity.
1 On-Campus Intimidation characterized by National Origin.
2 On-Campus Intimidation characterized by Race.
3 On-Campus Intimidation characterized by Religion.

2024 Downtown Campus Crime Statistics

Offense Type	On-Campus	Non-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	0	0	0	0
Fondling	1	0	0	1
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	2	0	2
Motor Vehicle Theft	3	0	0	3
Arson	0	0	0	0
Weapons Law Violation-Arrest	0	0	0	0
Drug Law Violation-Arrest	4	0	0	4
Liquor Law Violation-Arrest	0	0	1	1
Weapons Law Referral for Discipline	0	0	0	0
Drug Law Referral for Discipline	0	0	0	0
Liquor Law Referral for Discipline	0	0	0	0
Violence Against Women Act Offenses	On-Campus	Non-Campus	Public Property	Total
Domestic Violence	0	0	0	0
Dating Violence	1	0	0	1
Stalking	0	0	0	0

All crimes were evaluated for all hate crime bias categories for all Clery Geography, and no hate crimes were reported at the Downtown Campus. There were no unfounded crimes at the Downtown Campus in 2024.

2023 Main Campus Crime Statistics

Offense Type	On-Campus	Non-Campus	Public Property	Total	On-Campus Student Housing
Murder/Non-Negligent Manslaughter	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0
Rape	5	0	0	5	5
Fondling	5	0	0	5	3
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	5	0	0	5	1
Burglary	3	0	0	3	3
Motor Vehicle Theft	19	0	0	19	0
Arson	0	0	0	0	0
Weapons Law Violation-Arrest	4	0	1	5	0
Drug Law Violation-Arrest	33	0	1	34	15
Liquor Law Violation-Arrest	53	0	3	56	31
Weapons Law Referral for Discipline	0	0	0	0	0
Drug Law Referral for Discipline	24	0	0	24	21
Liquor Law Referral for Discipline	78	12	0	90	74
Violence Against Women Act Offenses	On-Campus	Non-Campus	Public Property	Total	On-Campus Student Housing
Domestic Violence	6	0	0	6	5
Dating Violence	10	0	0	10	8
Stalking	9	0	0	9	1

All crimes were evaluated for all hate crime bias categories for all Clery Geography, and there was 1 crime of intimidation characterized by religion bias in on-campus student housing, and there was 1 crime of destruction/vandalism of property characterized by region bias on-campus that was reported at Main Campus. There were two unfounded motor vehicle thefts at the Main Campus in 2023.

2023 Downtown Campus Crime Statistics

Offense Type	On-Campus	Non-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	2	0	0	2
Burglary	0	0	0	0
Motor Vehicle Theft	3	0	0	3
Arson	0	0	0	0
Weapons Law Violation-Arrest	0	0	0	0
Drug Law Violation-Arrest	3	0	1	4
Liquor Law Violation-Arrest	0	0	0	0
Weapons Law Referral for Discipline	0	0	0	0
Drug Law Referral for Discipline	0	0	0	0
Liquor Law Referral for Discipline	0	0	0	0
Violence Against Women Act Offenses	On-Campus	Non-Campus	Public Property	Total
Domestic Violence	0	0	0	0
Dating Violence	0	0	0	0
Stalking	0	0	0	0

All crimes were evaluated for all hate crime bias categories for all Clery Geography, and no hate crimes were reported at the Downtown Campus. There were no unfounded crimes at the Downtown Campus in 2023.

2022 Main Campus Crime Statistics

Offense Type	On-Campus	Non-Campus	Public Property	Total	On-Campus Student Housing
Murder/Non-Negligent Manslaughter	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0
Rape	12	0	0	12	11
Fondling	2	0	0	2	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	2	0	0	2	1
Burglary	2	1	0	3	1
Motor Vehicle Theft	9	0	0	9	0
Arson	0	0	0	0	0
Weapons Law Violation-Arrest	1	0	0	1	0
Drug Law Violation-Arrest	39	0	3	42	19
Liquor Law Violation-Arrest	30	0	2	32	11
Weapons Law Referral for Discipline	1	0	0	1	0
Drug Law Referral for Discipline	13	0	0	13	12
Liquor Law Referral for Discipline	25	0	0	25	15
Violence Against Women Act Offenses	On-Campus	Non-Campus	Public Property	Total	On-Campus Student Housing
Domestic Violence	1	0	0	1	1
Dating Violence	12	0	0	12	10
Stalking	16	0	0	16	3

All crimes were evaluated for all hate crime bias categories for all Clery Geography, and no hate crimes were reported at Main Campus. There was one unfounded motor vehicle theft at the Main Campus in 2022.

2022 Downtown Crime Statistics

Offense Type	On-Campus	Non-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	1	0	0	1
Aggravated Assault	3	0	0	3
Burglary	0	7	0	7
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Weapons Law Violation-Arrest	0	0	2	2
Drug Law Violation-Arrest	3	0	3	6
Liquor Law Violation-Arrest	0	16	0	16
Weapons Law Referral for Discipline	0	0	0	0
Drug Law Referral for Discipline	0	0	0	0
Liquor Law Referral for Discipline	0	0	0	0
Violence Against Women Act Offenses	On-Campus	Non-Campus	Public Property	Total
Domestic Violence	0	1	0	1
Dating Violence	0	0	0	0
Stalking	0	0	0	0

All crimes were evaluated for all hate crime bias categories for all Clery geography, and no hate crimes were reported at the Downtown Campus. There were no unfounded crimes at the Downtown Campus in 2022.

2025 Fire Safety Report

The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an Annual Fire Safety Report that contains information about campus fire safety practices and standards of the institution. Details of the information required by this act for The University of Texas at San Antonio (UT San Antonio) are below.

Definitions

The following terms are used in this report. Definitions have been obtained from the Handbook for Campus Safety and Security Reporting.

On-Campus Student Housing: A student housing facility owned or controlled by the institution, or located on property that is owned or controlled by the institution, and is within a reasonably contiguous geographic area that makes up the campus.

This term refers only to structures containing residential occupancy for students. It does not include neighborhood centers within student housing developments, campus facilities (administrative, academic, library, student life, or support) where students may overnight on a transient basis, vehicles, locations off UTSA property, or outdoor locations of any kind.

Fire: Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner. Fire does not include controlled burning, even when that event is contrary to policy, such as candles, smoking, or other open flames, when that open flame does not result in property damage.

Campus Student Housing Facilities

UT San Antonio has six on-campus student facilities, described below.

UT San Antonio Housing and Residence Life (HRL) operates five developments:

- Alvarez Hall
- Chaparral Village
- Chisholm Hall
- Guadalupe Hall
- Laurel Village

Learn more about HRL by visiting <http://housing.utsa.edu>

Campus Living Villages (CLV) operates one development:

- University Oaks Apartments

Learn more about CLV by visiting <https://campuslivingvillages.com/united-states/university-of-texas-san-antonio/>

Fire Safety Systems

Alvarez Residence Hall, a 618-bed four-story residence hall built in 2013, consists of II-B (unprotected, non-combustible) construction with 30-minute demising walls separating sleeping units. Alvarez Hall has fully

automatic fire sprinkler coverage and addressable local and building fire alarms with manual and automatic initiation. The fire alarm system reports to the UT San Antonio Central Monitoring Station at the UT San Antonio Department of Public Safety Dispatch Center. UT San Antonio has installed portable fire extinguishers inside the building.

Chaparral Village, built in 2004 with type V-A (protected wood frame) construction, consists of several three-story multi-building developments. Student housing structures within the development have automatic smoke detectors with local alarms and building-wide alarms with manual initiation. The fire alarm system reports to the UT San Antonio Central monitoring station at the UT San Antonio Department of Public Safety Dispatch Center. All buildings in the development have full sprinkler coverage. UT San Antonio has provided portable fire extinguishers outside the buildings.

Chisholm Hall, built in 1986 of type II-B (unprotected, non-combustible) construction, is a single four-story residential building. Chisholm Hall has local and building fire alarms with manual and automatic initiation. The fire alarm system reports to the UT San Antonio Central monitoring station at the UT San Antonio Department of Public Safety Dispatch Center. The building has full sprinkler coverage. UT San Antonio has provided portable fire extinguishers inside the building.

Guadalupe Hall, a 371-bed four-story residence hall built in 2021, consists of II-B (unprotected, non-combustible) construction with 30-minute demising walls separating sleeping units. Guadalupe Hall has fully automatic sprinkler coverage and addressable local and building fire alarms with manual and automatic initiation. The fire alarm system reports to the UT San Antonio Central Monitoring station at the UT San Antonio Department of Public Safety Dispatch Center. Five community kitchen spaces in Guadalupe Hall have UL-300A automatic fire suppression. UT San Antonio has installed portable fire extinguishers inside the building.

Laurel Village, built in two phases in 2007 and 2008 with type V-A (protected wood frame) construction, consists of several three-story multi-building developments. Student housing structures with the development have local and building fire alarms with manual and automatic initiation. The fire alarm system reports to the UT San Antonio Department of Public Safety Dispatch Center. All buildings in the development have full sprinkler coverage. UT San Antonio has provided portable fire extinguishers outside the buildings.

University Oaks, built in three phases in 1992, 1993, and 1994 with type V-A (protected wood frame) construction, consists of three two-story multi-building developments. Student housing structures within the development have local alarms with automatic initiation. CLV has installed portable fire extinguishers in the buildings. In 2011, Campus Living Villages upgraded the fire alarm systems to provide manual initiation and improved audible alarm coverage in all three phases of the development, including notification of emergency forces through a remote monitoring service.

Fire Prevention Policies

UT San Antonio HRL and CLV policies prohibit open flames, candles, smoking indoors, modification of fire safety devices (sprinklers, smoke detectors, extinguishers, etc.), and initiating false alarms. Campus policies prohibit the storage and use of propane cylinders.

Topic	Development	Policy Text
Appliances	CLV	<p>APARTMENT UNITS – We recognize the importance of personalizing your Apartment. However, to comply with fire codes (which exist for your protection and safety), to reduce the risk of accidents, and to prevent other damage to the Apartment, we have established the policies that follow. If you fail to follow these policies, we may sanction you and/or charge you fees and costs.</p> <ul style="list-style-type: none"> A. Hot plates and open-faced electrical or heating appliances with exposed heating are not allowed. B. We do not allow multiple outlets, "octopus," plugs in your Apartment unless they have a self-contained circuit breaker. All extension cords must be U.L. approved. C. All electrical appliances must display a label indicating that such appliances have been tested by a Nationally Recognized Testing Laboratory such as the Underwriters Laboratory (U.L.) or Intertek ETL Mark acceptable to the state fire marshal and/or other authority having jurisdiction. Residents are responsible for keeping appliances turned off when not in use. Microwave ovens with more than 750 watts are prohibited. D. You may not use halogen lamps, candles, incense, or any open flame in your Apartment. If the power goes out, use flashlights only for light. Do not store flammable liquids in or around your Apartment. E. You may not hang, stick, or erect anything in, on, or about any windows or anywhere else on the outside of any building. F. All decorations should be temporary in nature to not permanently deface or damage any of your Apartment's finishes. You can hang posters and other wall decorations with poster putty, thumbtacks, or any other method that will not damage painted wall surfaces. No wallpapering or painting is permitted in your Apartment. G. Do not use nails, stickers, or tape on the Apartment entrance, bedroom, and closet doors, or kitchen cabinet surfaces. H. We do not allow waterbeds. I. Do not hang anything from sprinkler heads. Damage to these may result in flood damage, for which you will be responsible. J. Aluminum foil may not be placed in windows as insulation or decoration.

Appliances	HRL	<p>Sharing a residential community includes sharing the utility capabilities of that facility. Outlets and overall electrical capacity in all student housing areas can be easily overloaded. As a result, students must use caution and limit their use of electrical equipment in residential buildings to minimize the risk of harm to themselves and the community. At no time are appliances with exposed heating elements or hot surfaces allowed. A refrigerator and microwave are provided in each Chaparral Village and Laurel Village suite. Small appliances are allowed in the kitchenette area only. There is no cooking allowed in the individual bedrooms. Each Neighborhood Center has a full kitchen area, which can be used for cooking. Each resident using the kitchen area is responsible for cleaning this area after use. Alvarez, Chisholm, and Guadalupe Halls have full kitchens, which can be used for cooking.</p> <p>Each resident using the kitchen is responsible for cleaning this area after use. Common area refrigerators are cleaned weekly, and items left in the refrigerator will be disposed of by HRL staff. Deep fat frying is prohibited in all areas.</p>
Smoking	CLV	<p>SMOKING PROHIBITED – In accordance with university policy, the community is a tobacco-free property. Smoking is prohibited in all areas (inside and outside). Prohibited use of items includes all forms of tobacco, including but not limited to electronic cigarettes, smokeless tobacco, and other items as listed in the University policy. You will be assessed a \$100.00 fee each time you are found in violation of this policy, in addition to any cleaning or damage costs associated with smoking in the apartment. Evidence of smoking may include, but is not limited to, ashes, odor, cigarette butts, smoke, and paraphernalia. Students caught smoking may face disciplinary sanctions and referral to Student Conduct and Community Standards.</p>
Smoking	HRL	<p>UTSA is a tobacco and smoke-free campus, and at such time, smoking and the use of Tobacco Products will be prohibited in and on all University-owned and leased property, including buildings, grounds, University Housing areas, parking lots, and structures, green space, sidewalks, walkways, as well as personal vehicles on the property. The Tobacco-Free and Smoke-Free Campus policy is contained in Section 9.36 of UTSA’s Handbook of Operating Procedures. Tobacco Products are defined as including, but not limited to, cigarettes (of any kind, including herbal/spice cigarettes), cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, and chewing tobacco.</p> <p>Violations of this policy may result in additional cleaning charges to remove the smell associated with smoking in an apartment or stains associated with chewing tobacco.</p>

Open Flames	CLV	<p>FIRE SAFETY – The greatest threat to any community is that of a fire. Fire can produce deadly smoke, heat, and toxins. Therefore, it is imperative that you make all attempts to prevent a fire from starting and to protect the lives of your roommates and yourself should a fire occur. To assist you, we have installed smoke detectors and a fire extinguisher in each unit.</p> <p>A. SMOKE DETECTORS – Prior to the start of your Lease, we will test the smoke detector(s) in your unit for proper operation and working batteries. It is your responsibility to immediately report to us any malfunctioning smoke detector(s). Do not render the smoke detector(s) inoperable or fail to keep working batteries installed. Tampering with, dismantling, or disabling your smoke detector(s) or other fire safety equipment will result in a fee ranging from \$100.00 to \$500.00.</p> <p>B. FIRE EXTINGUISHERS – Fire extinguishers are inspected regularly and recertified by a fire safety company annually. Should it become necessary for you to discharge your fire extinguisher, you must notify the Housing Office once the danger has passed so that we can inspect the apartment for damage and replace your fire extinguisher. Should we discover that either your fire extinguisher has been discharged when there was no fire danger or you have had a fire and you did not report the event to the Housing Office, each resident of the apartment will be assessed a \$250.00 fee for endangering the safety of others.</p> <p>C. LIGHTING SOURCES & OPEN FLAMES – You may not use halogen lamps, candles, incense, or any open flame in your Apartment. No candle-type products are permitted, such as but not limited to any wax and hot plate items, candles with removed wicks, etc. If the power goes out, use flashlights only. Do not store flammable liquids in or around your Apartment.</p> <p>D. GENERATING FALSE ALARMS – Activation of the alarm system when no fire emergency exists is a FELONY. Those caught generating a False Alarm will be removed from on-campus housing, prosecuted to the full extent of the law, referred to Student Conduct and Community Standards, and potentially face the loss of student status.</p> <p>E. BARBECUE GRILLS - The city fire code prohibits the use of barbecue grills within 10 feet of a residential building, including patios and balconies. Grilling on your patio or balcony presents a fire safety hazard and is prohibited. University policies also prohibit the use of barbecue grills except in designated locations. All grilling must occur where the community grills are located. After you use the community grills, please put out the burning charcoal. After the charcoals are no longer hot, dispose of them safely and properly. After you use the community grills, please leave the equipment, grills, and area clean for the next person. Gas grills are not allowed. Personal charcoal grills, gas grills, or the like are not permitted inside your apartment.</p>
Open Flames	HRL	<p>No candles are permitted. The possession of any kind of incense, charcoal, lighting fluids, kerosene, oil lamps, or other flame-emitting substances and articles is prohibited in University Housing. Deep fat frying is prohibited.</p>

Further information about these policies may be found in housing agreement documents, linked below:

- UT San Antonio Housing and Residence Life: <http://housing.utsa.edu/resources>
- University Oaks: <http://campuslivingvillages.com/united-states/university-of-texas-san-antonio/university-oaks-utsa-student-apartments/resources/>

Evacuation Procedures:

The UT San Antonio Community Emergency Response Guide and the UT San Antonio Fire and Life Safety Manual include emergency procedures for fire.

Fire:

Pull the nearest fire alarm and leave via the preplanned evacuation route if safe to do so.

Dial 458-4911 or 4911 (UT San Antonio Phone) and give your name and the location of the fire. (If necessary, dial 911 from another building.)

When a fire alarm sounds, occupants should:

Proceed immediately to an exit according to the posted evacuation plan and move a safe distance away from the building. If the primary exit is blocked, choose the best alternate route. If time permits, close doors and windows behind you. Do not use an elevator.

If there is smoke in the area, remain close to the floor.

Before passing through any door, feel the metal doorknob. If it is hot, do not open the door. Before opening a door, brace yourself against it slightly; if heat or heavy smoke is present, close the door and stay in the room.

If you cannot leave the room:

- Open the windows.
- Seal the cracks around doors with clothing or other material, soaked with water if possible.
- Hang an object (bed sheet, jacket, shirt, etc.) out the window to gain attention.
- Shout for help.
- If possible, call 458-4911 or 4911 (UT San Antonio Phone) and report that you are trapped.
- If all exits are found to be blocked, go to a room as far as possible from the fire, close the door, and follow the above procedures.

As with any emergency, the best advice is to be prepared by familiarizing yourself with evacuation route plans.

The UT San Antonio Housing and Residence Life Handbook outlines additional procedures for evacuation in Alvarez Hall, Chaparral Village, Chisholm Hall, Guadalupe Hall, and Laurel Village.

Fire Alarm

In the event of a general fire alarm, all occupants are to calmly exit the building immediately and gather at the meeting point for your building or 50 to 150 feet away. If able, occupants should gather cell phones, wallets, and keys on their way out. Once at their meeting point, occupants should provide HRL staff members with their contact information. This will help the department keep an accurate track of residents.

Fire Evacuation for Housing and Residence Life Residents

The presence of smoke and/or heat will automatically activate the alarm system. In case of a fire alarm:

- Get out as quickly as possible. Call the UT San Antonio Department of Public Safety at (210) 458-4911 to report the fire and tell them where you live.
- Close your bedroom door on the way out to prevent the fire from spreading.
- Check to see that your roommates are aware of the fire alert.
- Proceed quickly and quietly as you exit the building.
- Follow all instructions from the staff and fire department personnel. In the event of a fire alarm, residents must evacuate the building immediately. Never assume it is a false alarm. Once outside, report the fire immediately.
- Chaparral Village buildings 1-5 and 12 should meet in parking lot R 2 in front of the City Center.
- Chaparral Village buildings 6-11 meet in parking lot R 3.
- Laurel Village buildings 1-4 should meet in parking lot R 2.
- Laurel Village buildings 5-8 should meet in parking lot R 1.
- Residents of Alvarez Hall North Tower should meet in parking lot R 2.
- Residents of Alvarez Hall South Tower should meet in parking lot R 1.
- Guadalupe Hall should meet in R 2 or R 4, depending on exit points.
- Chisholm Hall residents should meet in R 2.
- All residents should wait for instructions from an HRL Staff member, UTSAPD, or fire personnel.
- STAY OUT of all buildings until an official “all clear” has been issued.

If you are unable to evacuate your room or unit, please take the precautions you feel necessary and appropriate to secure your safety. Possible precautions include:

- Turn on lights, raise blinds, and open drapes to improve visibility for rescue workers.
- Close all windows so additional oxygen will not spread the fire.
- Put on a non-flammable coat for protection against heat, flames, and inclement weather.
- Put on hard-soled shoes to protect from hot or slippery floors and broken glass.
- Dampen a towel to put over your face in case of heavy smoke.
- If trapped in your room, check the door prior to exiting. Feel for heat. If the door is cool, leave the room. If it is hot, do not open the door. Hang a towel from your window to notify safety personnel that you are in your room

Fire escape access should never be blocked. Evacuation drills are conducted periodically and should be treated as an emergency.

Campus Living Villages' Emergency Procedures Manual has additional procedures for evacuation in University Oaks.

Fire Evacuation for Campus Living Villages

- Get out as quickly as possible. Call the UT San Antonio Department of Public Safety at (210) 458-4911 to report the fire and tell them where you live.
- Close your bedroom door on the way out to prevent the fire from spreading.

- Check to see that your roommates are aware of the fire alert.
- Proceed quickly and quietly as you exit the building.
- Follow all instructions from the staff and fire department personnel. In the event of a fire alarm, residents must evacuate the building immediately. Never assume it is a false alarm. Once outside, report the fire immediately.

Fire Drills

Occupants of on-campus student housing facilities with centrally monitored fire alarm systems (Chaparral Village, Laurel Village, Chisholm Hall, Guadalupe Hall, and Alvarez Hall) perform drills on evacuation at least once per year per building. CLV performs one fire drill per semester at each of the residential facilities in University Oaks. To create and sustain a culture of preparedness, fire drills are unannounced to residents and occur at times of high-expected occupancy.

Development	On-Campus Student Housing Buildings	Drills per building per year	Drills per year
Alvarez Residence Hall	1	1	1
Chaparral Village	12	2	24
Laurel Village	8	2	16
Chisholm Hall	1	2	2
Guadalupe Hall	1	2	2
University Oaks	42	1	42
Total	65		87

Fire Safety Programs

UT San Antonio Housing and Residence Life staff members, including Resident Assistants, receive fire prevention, emergency response, and emergency management training.

Campus Living Villages staff members, including Resident Assistants, receive training in emergency management protocols, including fire alarm activation.

Some UT San Antonio students and employees receive fire safety training as part of organized safety, health, and environmental protection training programs. Exposure to this training content depends on the roles and responsibilities of the student or employee.

The Office of Safety and Risk Management makes fire safety and prevention training available to UT San Antonio employees and on-campus student residents upon request.

The Office of Safety and Risk Management maintains the fire log, available at <http://www.utsa.edu/rpm/services/safety-risk-management/fire-prevention-life-safety.html>

Reporting Fires in On-Campus Student Housing

In all instances of fires, call the UT San Antonio Department of Public Safety at (210)458-4911.

Fire reporting in UT San Antonio on-campus student housing varies by housing development. For purposes of including a fire in the Annual Fire Safety Report statistics, the following personnel can be notified, in addition to the UTSAPD.

Chaparral Village, Laurel Village, Chisholm Hall, Guadalupe Hall, and Alvarez Hall:

- Assistant Director Housing Administration, Housing and Residence Life
- Assistant Director, Residence Life and Student Conduct, Housing and Residence Life
- Executive Director, Housing and Residence Life, University Oaks

University Oaks

- Residential Advisor
- CLV Professional Staff
- Residential Life Coordinator
- Director of Operations

Plans for Future Improvements

UT San Antonio currently has no plans for future improvements; a new housing complex is currently under construction with a completion date of the fall of 2025.

Fire Statistics

Fire Statistics-Alvarez Residence Hall 6908 N. Loop 1604 W, San Antonio, TX 78249						
Number and Causes of Fires			Property Damage (\$)		Injuries (count)	Death (count)
			Facility	Occupants		
2024	0		0	0	0	0
2023	0		0	0	0	0
2022	0		0	0	0	0

Fire Statistics-Chaparral Village 6910 N. Loop 1604 W, San Antonio, TX 78249						
Number and Causes of Fires			Property Damage (\$)		Injuries (count)	Death (count)
			Facility	Occupants		
2024	0		0	0	0	0
2023	0		0	0	0	0
2022	1	Electrical	0	500	0	0

Fire Statistics-Chisholm Hall 6904 N. Loop 1604 W, San Antonio, TX 78249						
Number and Causes of Fire			Property Damage (\$)		Injuries (count)	Death (count)
			Facility	Occupants		
2024	0		0	0	0	0
2023	1	Electrical	500	0	0	0
2022	0		0	0	0	0

Fire Statistics-Guadalupe Residence Hall 6904 N. Loop 1604 W, San Antonio, TX 78249						
Number and Causes of Fires			Property Damage (\$)		Injuries (count)	Death (count)
			Facility	Occupants		
2024	0		0	0	0	0
2023	0		0	0	0	0
2022	0		0	0	0	0

Fire Statistics-Laurel Village 6904 N. Loop 1604 W, San Antonio, TX 78249						
Number and Causes of Fires			Property Damage (\$)		Injuries (count)	Death (count)
			Facility	Occupants		
2024	0		0	0	0	0
2023	0		0	0	0	0
2022	0		0	0	0	0

Fire Statistics University Oaks I & II – 6685 UTSA Blvd., San Antonio, TX 78249 University Oaks III – 6707 UTSA Blvd., San Antonio, TX 78249						
Number and Causes of Fires			Property Damage (\$)		Injuries (count)	Death (count)
			Facility	Occupants		
2024	0		0	0	0	0
2023	0		0	0	0	0
2022	0		0	0	0	0

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