



TEXAS TECH™

Operating Policy and Procedure

OP 40.03: Sexual Misconduct

DATE: September 24, 2024

PURPOSE: Texas Tech University (TTU) is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from sex discrimination of any kind. Therefore, TTU prohibits discrimination based on sex and other types of sexual misconduct, including but not limited to sexual harassment, sexual assault, dating violence, and stalking. The purpose of this Operating Policy/Procedure (OP) is to (1) state TTU’s requirements for reporting incidents of sexual misconduct; (2) state TTU’s policy on sexual misconduct; (3) implement electronic reporting protocols for such incidents; (4) develop a comprehensive prevention and outreach program; (5) establish penalties for noncompliance with this OP; and (6) provide amnesty or immunities to students and employees who report incidents of sexual misconduct.

REVIEW: This OP will be reviewed every two years after publication by the TTU Chief Compliance Officer and the Senior Associate Vice President for Human Resources, in consultation with the System Offices of Equal Opportunity and General Counsel, with substantive revisions forwarded to the Vice President for Administration and Chief of Staff to the President. Any substantive changes to this policy must be approved by the Board of Regents.

POLICY/PROCEDURE

1. Texas Tech University [System Regulation 07.06](#) governs the prohibition of discrimination based on sex and other types of sexual misconduct, as well as the reporting and prevention of sexual misconduct, the grievance process, and remedies for sexual misconduct in the TTU community. It includes two distinct policies and procedures based on applicable federal and state law:
 - a. [System Regulation 07.06.A Title IX Sexual Misconduct](#), and
 - b. [System Regulation 07.06.B Non-Title IX Sexual Misconduct](#).

The Sexual Misconduct Policy Applicability [Flowchart](#), attached to each policy, summarizes these policies’ applicability and their respective procedures. Questions regarding the applicability of these policies should be directed to the Title IX Coordinator or System Office of Equal Opportunity, whose contact information is provided in Section 2 of this OP.

2. TTU Title IX Coordinator and designated Deputy Coordinator for TTU students and employees:

CONTACT	PHONE	ADDRESS	EMAIL
TTU Title IX Coordinator: Kimberly Simón, Assistant Vice President for Compliance & Title IX	806.834.1949	Suite 129, Doak Hall, Texas Tech University Box 42005 Lubbock, TX 79409	kimberly.simon@ttu.edu
TTU Title IX Deputy Coordinator: Meredith Holden, TTU Associate Title IX Coordinator	806.834.5556	Suite 129, Doak Hall, Texas Tech University Lubbock, TX 79409	meredith.holden@ttu.edu
TTU System Title IX Coordinator for Employees: Dawn Payne, Assistant Vice Chancellor and Director, Texas Tech University System Office of Equal Opportunity	806.742.3627	TTU System Administration Building 1508 Knoxville Ave., Suite 309 Office of Equal Opportunity Texas Tech University System, Box 41073, Lubbock, TX 79409	dawn.payne@ttu.edu
TTU Pregnancy & Parenting Liaison: Alex Faris	806.834.3420	Suite 129, Doak Hall, Texas Tech University Box 42005 Lubbock, TX 79409	alfaris@ttu.edu

Please consult the above-referenced System Regulations under 1.a and 1.b, above, for more detailed information regarding designated Title IX coordinators.

3. The following additional resources are available:

CONTACT	PHONE	ADDRESS
Office for Student Civil Rights and Sexual Misconduct	806.742.7233	Suite 129 Doak Hall Lubbock, Texas 79409
Office of the Dean of Students	806.742.2984	Suite 201 AA Student Union Building Lubbock, Texas 79409
Texas Tech University System Office of Equal Opportunity	806.742.3627	TTU System Administration Building 1508 Knoxville Ave., Suite 309, Box 41073 Lubbock, TX 79409

CONTACT	PHONE	ADDRESS
Human Resources	806.742.3851	160 Doak Conference Center 2518 15th Street Lubbock, Texas 79409
Student Counseling Center	806.742.3674	Student Wellness Center, Room 201 Lubbock, Texas 79409
Employee Assistance Program	806.743.1327	3601 4th Street Lubbock, Texas 79430
Psychology Clinic	806.742.3799	TTU Psychology Building, Room 111A Lubbock, Texas 79409
Family Therapy Clinic	806.742.3060	TTU Human Sciences Building, Room 165 Lubbock, Texas 79409
TTU RISE Office	806.742.2110	Drane Hall, Room 247 Lubbock, Texas 79409
Lubbock Voice of Hope	806.763.7273	P.O. Box 2000 Lubbock, Texas 79457
Legal Aid of NorthWest Texas	806.763.4557	1711 Avenue J Lubbock, Texas 79401
Legal Aid Society of Lubbock	806.762.2325	906 Main St., #103 Lubbock, Texas 79401
University Medical Center	806.775.8200	602 Indiana Ave. Lubbock, Texas 79415
Covenant Medical Center	806.725.0000	3615 19th Street Lubbock, Texas 79410

4. The following outside agencies are available as additional resources:

a. Nothing in this OP or the incorporated regulations shall limit an individual from seeking assistance or filing a complaint with an outside agency.

b. Administrative Agencies:

CONTACT	PHONE	ADDRESS
U.S. Equal Employment Opportunity Commission	1.800.669.4000	300 E. Main Dr. Suite 500 El Paso, Texas 79901
Texas Workforce Commission	512.463.2222	101 E. 15th Street Austin, Texas 78778
U.S. Department of Education, Office of Civil Rights	214.611.9600	1999 Bryan Street Suite 1620 Dallas, Texas 75201

c. Law Enforcement Agencies:

CONTACT	PHONE	ADDRESS
Texas Tech Police Department	806.742.3931	413 Flint Ave. Lubbock, Texas 79409
Lubbock Police Department	806.775.2865	916 Texas Ave. Lubbock, Texas 79401

CONTACT	PHONE	ADDRESS
Lubbock County Sheriff's Department	806.775.1400	811 Main Street P.O. Box 10536 Lubbock, Texas 79407
Texas Department of Public Safety	512.424.2000	5805 North Lamar Blvd. Austin, Texas 78752

AUTHORITATIVE REFERENCES

- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- 34 CFR Part 106
- Texas Labor Code Chapter 21
- Violence Against Women Act (VAWA)
- Campus Sexual Violence Elimination Act of 2013 (Campus SaVE)
- Jeanne Clery Campus Safety Act
- Texas Education Code Sections 51.9363, 51.251 – 51.260, and 51.281 – 51.295
- Texas Family Code Sections 71.004 and 71.0021
- Texas Penal Code Section 42.072