

## MEMORANDUM

DATE: December 19, 2019  
TO: Texas Tech University Campus Community  
FROM: Lawrence Schovanec, President  
RE: New Sexual Misconduct Policy and Complaint Procedure

The leadership of Texas Tech University deeply values each of you, our students, faculty, and staff, and we are committed to fostering a safe learning and work environment free from sexual misconduct of any kind. Specifically, we have adopted a new policy and complaint procedure for sexual misconduct in response to newly enacted state legislation-[\[TTU OP 40.03\]](#). This new policy is published as [TTU System Regulation 07.06](#).

In implementing this new policy, I would like to emphasize the following:

- All employees, including student employees, are mandatory reporters as laid out in section 5(a) of TTU System Regulation 07.06. This means that if in the course and scope of your job, you witness or receive information that you reasonably believe to be a form of sexual misconduct-which includes sexual harassment, sexual assault, dating violence, or stalking-you must report it to Texas Tech's Title IX Administrator, or the Title IX team. Options for reporting and contact information can be found on the [Title IX webpage](#).
- If you, as an employee, fail to report such an incident, the new Texas law requires that your employment must be terminated and you may even be subjected to criminal penalties. See section 5(a) of the regulation.
- This new policy and complaint procedure is in accordance with Texas law and will be effective on January 1, 2020.

It is my sincere hope that we continue to act together to ensure our campus is a place where all members of our community feel safe and secure.

Dr. Kimberly Simon, our Title IX Administrator, will be sending out additional material regarding this new policy, including training, following the New Year.

Please do not hesitate to reach out to my office or [Kimberly Simon](#) directly if you have any questions.