



# TEXAS TECH™

## Operating Policy and Procedure

### **OP 40.02: Non-Discrimination and Anti-Harassment Policy and Complaint Procedure**

**DATE:** November 7, 2024

**PURPOSE:** Texas Tech University (TTU) is an Equal Employment Opportunity (EEO) employer and is committed to compliance with federal and state employment laws and regulations; providing and strengthening an educational, working, and living environment where students, employees, and visitors are free from any form of unlawful discrimination; and fostering and supporting a culture of mutual respect and communication. In the event an individual believes their rights under law have been violated, this Operating Policy/Procedure (OP) adopts procedures to address these concerns in a fair, equitable, and prompt manner.

**REVIEW:** This OP will be reviewed every two years after publication by the Texas Tech University System (TTUS) Office of Equal Opportunity (OEO), TTUS Vice Chancellor and General Counsel, TTU Title IX Coordinator, and the TTU Senior Associate Vice President for Human Resources with substantive revisions forwarded to the TTU Vice President for Administration and Chief of Staff to the President.

### **POLICY/PROCEDURE**

#### **1. Policy**

TTU does not tolerate unlawful discrimination or harassment. TTU’s non-discrimination and anti-harassment policy is set forth in Texas Tech University [System Regulation 07.10](#).

#### **2. Complaint Procedure**

Complaints of discrimination or harassment under this policy should be directed to the Texas Tech University System Office of Equal Opportunity. Contact information for the Office of Equal Opportunity is as follows:

<b>CONTACT</b>	<b>PHONE</b>	<b>ADDRESS</b>	<b>WEBSITE &amp; EMAIL</b>
Dawn Payne Assistant Vice Chancellor and Director, TTU System Office of Equal Opportunity	806.742.3627	TTU System Administration Building 1508 Knoxville Avenue, Suite 309 TTUS Office of Equal Opportunity Box 41073 Lubbock, TX 79409	<a href="https://www.texastech.edu/offices/equal-employment/">https://www.texastech.edu/offices/equal-employment/</a>  <a href="mailto:dawn.payne@ttu.edu">dawn.payne@ttu.edu</a>

### **3. Sexual Misconduct**

While sexual harassment, sexual assault, or other forms of sexual misconduct may constitute prohibited acts of discrimination, such complaints will be addressed under [TTU Operating Policy 40.03, Sexual Misconduct](#), and [System Regulation 07.06](#), rather than pursuant to this OP.

### **4. Expectations of the University Community**

TTU expects all members of the University Community to comply with applicable laws, regulations, and policies. Members of the University Community who violate applicable laws, regulations, or policies may be subject to disciplinary action pursuant to [TTU Operating Policy 70.31, Employee Conduct, Coaching, Corrective Action, and Termination](#), and [System Regulation 07.07](#).