

The background of the cover features a photograph of a modern, multi-story building with a facade of orange and grey panels and large glass windows. In the foreground, there is a sculpture consisting of numerous vertical, cylindrical poles of various colors (red, blue, yellow, purple, green, white) that are illuminated from within. The scene is set against a clear blue sky with some light clouds. The text is overlaid on the top half of the image.

UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER

Annual Security and Fire Safety Report

2020-2022

Contents

CHIEF’S GREETING 4

UT SOUTHWESTERN POLICE DEPARTMENT 5

OVERVIEW 5

CONTACT INFORMATION 6

HOW TO REPORT A CRIME 6

CRIME LOG 6

LAW ENFORCEMENT AND JURISDICTION..... 7

AUTHORITY 7

JURISDICTION 8

WORKING RELATIONSHIP WITH OTHER LAW ENFORCEMENT AGENCIES 8

ABOUT UT SOUTHWESTERN MEDICAL CENTER..... 8

MISSION STATEMENT..... 8

VALUES 9

CAMPUS LOCATION..... 11

WHAT IS THE ANNUAL SECURITY REPORT? 12

COMPILING THE REPORT..... 12

REPORTING..... 12

GEOGRAPHY..... 12

CAMPUS CRIME REPORTING 14

CAMPUS SECURITY AUTHORITY 14

“BLUE-LIGHT” EMERGENCY CALL BOXES 16

CRIME STATISTICS..... 17

CRIME PREVENTION & COMMUNITY OUTREACH 26

COFFEE WITH CHIEF 26

BASIC RAD..... 26

ADVANCED RAD..... 27

CRIME PREVENTION 27

PERSONAL SAFETY ESCORT SERVICE..... 27

GROUP PRESENTATIONS..... 27

PROCEDURES 28

TIMELY WARNINGS 28

EMERGENCY NOTIFICATION 28

TYPES OF EMERGENCIES 29

EMERGENCY MANAGEMENT AND EVACUATION PROCEDURES 29

THE EMERGENCY RESPONSE GUIDE 30

EMERGENCY TESTS AND EVACUATION DRILLS 30

REGISTERED SEX OFFENDER INFORMATION 30

UT SOUTHWESTERN PROCEDURES..... 30

PUBLIC ACCESS TO SEX OFFENDER DATA 30

NEW STUDENT AND EMPLOYEE TRAINING 31

INCUMBENT STUDENT AND EMPLOYEE TRAINING 31

MISSING STUDENTS 31

SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING 32

REPORTING DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING TO LAW ENFORCEMENT..... 32

REPORTING DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING TO UT SOUTHWESTERN (ETH-153 TITLE IX SEXUAL HARASSMENT: FORMAL GRIEVANCE POLICY) 32

SUPPORTIVE MEASURES..... 34

ADDITIONAL RECOMMENDATIONS FOR VICTIMS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, OR STALKING 44

POLICIES 46

CAMPUS CRIME REPORTING 46

UTSW PD-418.00 46

UNUSUAL OCCURRENCES, “ALL HAZARDS PLAN” 46

UTSW PD-116.00 46

SECURITY-SENSITIVE POSITIONS AND BACKGROUND CHECKS 46

EMP-152 46

EQUAL OPPORTUNITY..... 47

ETH-151 47

STUDENT CONDUCT AND DISCIPLINE 47

EDU-151 47

DRUG-FREE CAMPUS..... 48

SEC-201 48

SERVING ALCOHOL ON CAMPUS 48

SEC-204 48

TOBACCO-FREE ENVIRONMENT 48

SEC-205	48	FIRE SAFETY STATISTICS 2020-2022	59
VIOLENCE ON CAMPUS	49	HIGHER EDUCATION OPPORTUNITY ACT ANNUAL FIRE	
SEC-156	49	SAFETY REPORT	60
WEAPONS ON CAMPUS.....	50	TITLE IX.....	61
SEC-155	50	REPORTING TO UT SOUTHWESTERN	61
UT SOUTHWESTERN POLICE DEPARTMENT.....	50	REPORTING TO LAW ENFORCEMENT	62
SEC-101	50	COMMITMENT TO PRIVACY AND CONFIDENTIALITY	62
REPORTING OF CAMPUS SECURITY POLICIES AND CRIME		TITLE IX COORDINATOR	62
STATISTICS.....	51	DEPUTY TITLE IX COORDINATOR.....	63
SEC-154	51	VICTIM SERVICES.....	63
BADGE AND IDENTIFICATION REQUIREMENTS.....	52	SEC-201 DRUG-FREE CAMPUS.....	64
SEC-153	52	APPENDIX A: INFORMATION FOR STUDENTS AND	
CLERY ACT CRIMES REPORTED.....	53	EMPLOYEES REGARDING ILLICIT DRUGS AND ALCOHOL	
CRIMINAL OFFENSES	53	ABUSE	68
SEX OFFENSES	53	OFFICE OF STUDENT AFFAIRS.....	71
HATE CRIMES	54	STUDENT DIVERSITY AND INCLUSION	71
VAWA OFFENSES	55	STUDENT HEALTH SERVICES.....	71
DEFINITIONS PRIOR TO OCTOBER 1, 2022.....	55	MEDICAL EMERGENCIES	72
DEFINITIONS AS OF OCTOBER 1, 2022	55	STUDENT WELLNESS AND COUNSELING	72
HIGHER EDUCATION OPPORTUNITY ACT.....	57	UTSW STUDENT WELLNESS AND COUNSELING CRISIS LINE	72
CAMPUS FIRE SAFETY ANNUAL REPORT.....	57	COURT-ISSUED PROTECTIVE ORDERS	72
OVERVIEW	57	MAPS BLUE DOTS REPRESENT THE APPROXIMATE	
DESCRIPTION OF EACH ON-CAMPUS STUDENT HOUSING		LOCATION OF BLUE LIGHT EMERGENCY PHONES.....	76
FACILITY FIRE SAFETY SYSTEM.....	57	APPENDIX B	78
RESIDENCE HALL FIRE DRILLS.....	57	HOTLINES	78
POLICY OR RULES ON PORTABLE ELECTRICAL APPLIANCES,			
SMOKING, AND OPEN FLAME IN STUDENT HOUSING			
FACILITIES.....	58		
SOUTHWESTERN MEDICAL PARK APARTMENTS			
INSTRUCTIONS ON EVACUATION IN CASE OF A FIRE ALARM			
OR FIRE.....	58		
FIRE SAFETY EDUCATION AND TRAINING.....	59		
REPORTING A FIRE	59		
IMPROVEMENTS IN FIRE SAFETY	59		

*Disclosure: Some links may only be viewable by persons with access to UTSW's intranet.

Chief's Greeting



On behalf of all the members of the UT Southwestern Police Department, I want to say, welcome! Our Department's mission is to proactively protect the people, resources, and infrastructure of UT Southwestern Medical Center, so the institution may conduct and provide medical education, health care, and research.

The Annual Security Report contains information regarding law enforcement, public safety, security, and personal safety topics including, but not limited to, crime prevention, our Department's law enforcement authority, crime-reporting policies, campus disciplinary procedures, and other matters of importance related to campus security.

This report contains information about crime statistics for the three previous calendar years concerning reported crimes that occurred on campus, at certain off-campus buildings, at property owned or controlled by UT Southwestern or The University of Texas System, or on public property immediately adjacent to and accessible from campus. This information is required by law and is provided by UT Southwestern.

The Annual Security Report is available on the UT Southwestern Police Department website at: [Annual Security Report: UT Southwestern Police Department - UT Southwestern, Dallas, TX](#)

*If you would like a copy of this report, you may stop by the UT Southwestern Police Department, or you can request that a copy be mailed to you by calling **214-648-8311**.*

Sincerely,

Marcus Lewis

Chief of Police



The UT Southwestern Police Department

Overview

The UT Southwestern Police Department is the law enforcement agency that provides security, enforces state and local laws, and takes reports of accidents, offenses, and incidents for the UT Southwestern campus and off-campus properties.

The UT Southwestern Police Department has an authorized strength of:

- 48 law enforcement officers
- 81 non-commissioned officers
- 13 police communications operators
- 20 administrative and civilian staff

The UT System Board of Regents commissions the Department's officers under section 51.203 of the Texas Education Code. The officers are defined as peace officers under article 2.12 of the Texas Code of Criminal Procedure. The UT Southwestern Police Department officers have the power and authority to:

- Lawfully stop and detain individuals
- Lawfully arrest individuals
- Obtain and/or execute search or arrest warrants
- Enforce state criminal and traffic laws
- Issue court-appearance citations for applicable state penal code or traffic offenses

Contact Information

Call **214-648-8911** (88911 from a campus extension) to report emergencies.

Call **214-648-8311** (88311 from a campus extension) to report non-emergencies or request general information.

The UT Southwestern Police Department Dispatch Office operates 24 hours a day, 365 days a year, and can also be contacted by pressing the button on any of the vehicle gate intercoms or emergency call boxes located throughout the campus, which are answered by Parking Services during business hours. All campus elevators are equipped with either call buttons with speakers or small compartments containing telephones that directly connect the caller to the UT Southwestern Police Department Dispatch Office.

How to Report a Crime

UT Southwestern encourages accurate and prompt reporting of all crimes that occur on campus to the UT Southwestern Police Department, regardless of whether the victim intends to pursue criminal charges. Individuals may report crimes to the UT Southwestern Police Department at one of the phone numbers above or via the [Report a Crime form](#) found on the UT Southwestern Police Department webpage. Incidents occurring in other jurisdictions should be reported to the appropriate local law enforcement authority.

Crime Log

The UT Southwestern Police Department maintains a Daily Crime Log in compliance with [Clery Act](#) requirements. The Daily Crime Log records the date and time the crime was reported, the date and time the crime occurred, the nature of the crime, the general location of the reported crime, the case number assigned to the case report, and the disposition of the case. The Daily Crime Log is ordered sequentially by date rather than by case number, with the most recently reported activity listed first.

The UT Southwestern Police Department assigns case numbers for both criminal and non-criminal incidents that are reported. Only case numbers generated for criminal incidents and alleged criminal incidents reported to the UT Southwestern Police Department that occur within the University's Clery Act reporting area and the Department's patrol jurisdiction are included in the Daily Crime Log. The Daily Crime Log is available 24 hours a day at the UT Southwestern Police Department's new location located at 6010 Forest Park Road, Dallas, Texas 75390. The public entrance is located just off the front parking lot on the southwestern side of the building. The front desk staff can provide the Daily Crime Log immediately upon request.

In accordance with federal law, access to the Daily Crime Log may be temporarily withheld for any of the required fields of entry if there is clear and convincing evidence that the release of the information would:

- Jeopardize an ongoing investigation.
- Jeopardize the safety of an individual.
- Cause a suspect to flee or evade detection.
- Result in the destruction of evidence.



Law Enforcement and Jurisdiction

Authority

UT System commissioned police officers, including the police officers at UT Southwestern, are fully empowered by the state to stop vehicles, make arrests, and enforce all laws. The UT Southwestern Police Department has the authority and responsibility to investigate all crimes occurring on the property owned or controlled by UT Southwestern.

Jurisdiction

The UT System controls 14 institutions across the state of Texas consisting of over 300,000-plus students, faculty and staff.

Under state law, UT System Police has the authority to operate at full capacity in any county within the state of Texas in which UT System has property that is owned, leased, rented, or otherwise under its control.

Working Relationship with Other Law Enforcement Agencies

When arrests are anticipated or warrants are to be served outside of the officer's primary jurisdiction, commissioned peace officers shall, if time permits and circumstances warrant, notify and request assistance from the police agency having primary jurisdiction.

The UT Southwestern Police Department and the Dallas Police Department have entered into a memorandum of understanding regarding the investigation of alleged criminal offenses.

About UT Southwestern Medical Center

Mission Statement

Promoting health and a healthy society that enables individuals to achieve their full potential

We:

EDUCATE

Physicians, scientists, and caregivers optimally prepared to serve the needs of patients and society

DISCOVER

Research that solves for unmet needs by finding better treatments, cures, and prevention with a commitment to ensuring real world application

HEAL

Best care possible today, with continuous improvement and innovation for better care tomorrow



Values

Excellence

We strive for the highest standards of clinical excellence, educational distinction, research integrity, and administrative quality in all we do. We are rigorous in our commitment to ongoing improvement.

Innovation

We endeavor to develop new knowledge about diseases and treatment, enhance the lives of patients through better care and treatments, creatively approach challenges, and inspire the next generation of physicians, scientists, and health professionals.



Teamwork

We work collaboratively and with a shared purpose, drawing on our diverse backgrounds, talents, and ideas, and bringing an unwavering integrity to everything we do.

Compassion

We foster an environment in which patients, visitors, and colleagues are treated with respect, dignity, and kindness in every encounter, every day.

Campus Location

Main Entrance

5323 Harry Hines Blvd.

Dallas, Texas 75390

Phone: 214-648-3111

[Campus Map](#)

For Automated Directions:

214-648-6264



UT Southwestern Medical Center is located in the heart of the Southwestern Medical District – a nearly 400-acre medical complex 10 minutes north of downtown Dallas that incorporates UT Southwestern, [Children’s Medical Center Dallas](#), and [Parkland Memorial Hospital](#). The district is bordered by Mockingbird Lane, Medical District Drive, Interstate 35E (Stemmons Freeway), and Maple Avenue.

Located near the main entrance to UT Southwestern on Sen. Kay Bailey Hutchison Drive (opposite Harry Hines Boulevard from Butler Street; [Campus Map](#)), the Visitor Information Booth is staffed on weekdays. It is a convenient resource for visitors arriving on campus.

Located on Dr. Donald Seldin Plaza on South Campus, the Visitor Center is located near the Main Entrance to UT Southwestern and is open from 7:30 a.m. to 5 p.m. Monday through Friday.

What is the Annual Security Report?

Compiling the Report

The Annual Security Report (ASR) contains three years of Clery crime statistics, information about the University, emergency preparedness, crime prevention, policies, and other important information as noted in the table of contents on pages 2 and 3. This report complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) using information maintained by the UT Southwestern Police Department, Title IX Coordinators, Campus Security Authorities, and information provided by local law enforcement agencies surrounding UT Southwestern's campus locations. This report is a great resource for future and current students, faculty, and the surrounding community.

Within the ASR are three years of campus Clery crime statistics. Each crime reported in this document has occurred in a location directly related to the campus, whether it was on campus property, on a sidewalk on the perimeter of campus, or at an off-campus facility housing a class for UT Southwestern students.

The statistical information in this report allows members of the campus community to be informed about criminal activity occurring on UT Southwestern's respective properties that have an educational purpose, non-campus properties that are owned or controlled by UT Southwestern, certain public property, and certain non-campus locations.

Reporting

Geography

The Clery Act requires reporting for certain geographical areas; including areas that are considered on-campus, on-campus student housing, public property, and non-campus.

On-Campus

The Clery Act determines on-campus property to entail buildings and property that are reasonably contiguous to UT Southwestern's geographic area in direct support to the institution's educational purposes, including student housing.

Example:

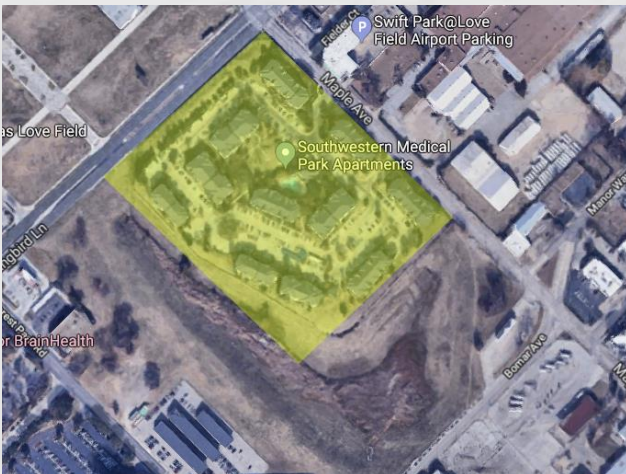


The image to the left depicts on-campus geography for UTSW. The yellow highlight is considered UTSW property..

On-Campus Student Housing

The Clery Act requires the disclosure of incidents that occur in on-campus student housing areas, which would consist of student housing that is owned or controlled by UT Southwestern and is within a reasonably contiguous geographic area that makes up the campus. On-campus student housing is a subset of on-campus crimes. Any incident that occurs at on-campus student housing will also be included in the on-campus incident statistics.

Example:

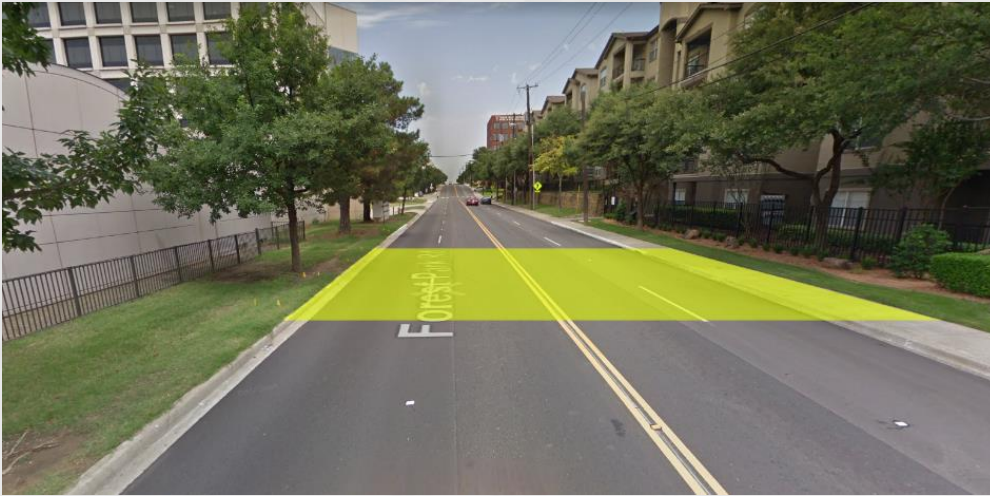


The image to the left depicts on-campus student housing geography for UTSW. The Southwestern Medical Park Apartments, highlighted in yellow, are considered on-campus student housing.

Public Property

The Clery Act requires the disclosure of incidents that occur on public property that immediately borders UT Southwestern’s campus and is easily accessible from the campus. This includes sidewalks, streets, and the sidewalk on the other side of the street. Public property can also be within the campus if it is a public road or public bike path that runs through the campus.

Example:



*The image to the left depicts public property that is owned by a public entity (city or state government). The yellow highlight is considered public property, and any incidents occurring on public property must be disclosed in accordance with the Clery Act.

Non-Campus

The Clery Act requires the disclosure of incidents that occur on non-campus geography if that space is frequented by students. The property may be rented, leased, or may have some other type of written agreement for use of a building or property, or a portion of the building or property where UT Southwestern has “control” of that space for a specified period of use. In order to be considered reportable geography for the Clery Act, the space must be used for an organized program of study or directly support educational purposes.

Campus Crime Reporting

UT Southwestern Medical Center is deeply concerned about the safety and security of its students, faculty, staff, and visitors. To this end, the UT Southwestern Police Department will comply with the Clery Act, which requires that colleges and universities publicize campus crime statistics for certain crime incidents. These publicized statistics are meant to warn students, employees, and applicants of the occurrence of campus crime. Students and employees must be given statistics on murder, manslaughter, forcible sex offenses, non-forcible sex offenses, robbery, aggravated assault, burglary, vehicle theft, arson, certain hate crimes, dating violence, domestic violence, stalking, and certain arrests and referrals for disciplinary action. The Annual Security Report must describe how to report crimes and emergencies occurring on campus, as well as the method used to collect data. The purpose of the Clery Act is to educate the campus community about security.

Campus Security Authority

Campus Security Authorities are designated mandated reporters. They are individuals who, by virtue of their campus responsibilities, are designated to receive potential Clery reportable crime information and report criminal incidents to the UT Southwestern Police Department so that the incidents can be handled and/or reported appropriately in the annual disclosure of crime statistics. This also contributes to the distribution of resources to victims of serious crimes and the issuance of Timely Warning notifications to the campus community.

Who is a Campus Security Authority?

- LAW ENFORCEMENT AND NON-COMMISSIONED OFFICERS
- ADVISERS TO STUDENT ORGANIZATIONS
- FACULTY AND STAFF WHO SUPERVISE FIELD TRIPS AND INSTITUTION-SPONSORED EVENTS AND ACTIVITIES
- COLLEGE ADMINISTRATORS
- ACADEMIC AND PEER COUNSELORS
- TITLE IX COORDINATORS AND STAFF
- DIRECTOR AND STAFF OF THE STUDENT HEALTH CENTER
- DIRECTOR AND STAFF OF STUDENT AFFAIRS

This is not a comprehensive list of Campus Security Authorities.

Responsibilities

Any Campus Security Authority who becomes aware of a crime must report the incident to the UT Southwestern Police Department as soon as possible. This ensures that UT Southwestern issues a Timely Warning, if applicable, and can handle the matter appropriately.

The following information must be reported, if available:

- DETAILS OF THE INCIDENT(S): INFORMATION TO AID IN THE CLASSIFICATION OF THE CRIME AND THE BEST COURSE OF ACTION TO HANDLE THE INCIDENT FROM A LAW ENFORCEMENT OR LEGAL STANDPOINT
- LOCATION, DATE, AND TIME OF THE INCIDENT
- WHEN THE INCIDENT WAS REPORTED

Confidential Crime Reporting

Confidential crime reporting is an option for victims of crimes who do not want to disclose their identity or prosecute. The Campus Security Authority who is taking the report shall disclose all information the reporting party is willing to give. The given information will be included in crime statistics as required. Our crime statistics do not disclose any personal or identifying information.

Exemptions to Campus Security Authority

The Clery Act specifically excludes the following from its reporting requirements:

Pastoral Counselor – A person who is associated with a religious order or denomination and is recognized by that religious order or denomination as someone who provides confidential counseling within the scope of their position as a Pastoral Counselor.

Professional Counselor – A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

Pastoral and Professional Counselors who learn about Clery reportable crimes in the performance of their official duties are not required to report these crimes for inclusion in the Annual Security Report. Per the Clery Act, this exemption is intended to ensure that Pastoral and Professional Counselors can provide appropriate counseling services without an obligation to report crimes they may learn about. This exemption is intended to protect the counselor-client relationship. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime.

“Blue-Light” Emergency Call Boxes

Emergency phones are located throughout the campus to provide citizens with a means of immediate contact with campus dispatchers. Officers are dispatched and respond to calls from the emergency phones using the same procedures for any 9-1-1 response.

Security personnel conduct a monthly test of each emergency phone. Phones that do not function properly are reported to Access Control for repair. The reported phones are then checked to ensure they have been repaired. The Senior Access Control Manager completes a written needs assessment every three years to evaluate the number and location of call boxes across campus.

Locations for placement of the emergency phones are determined during the development phase for new construction on campus and following the security survey. Contractors for the new construction meet with the Senior Access Control Manager, who provides input on the appropriate number and locations of emergency phones. When activated, each phone provides a unique description of the phone’s location. The University informs the campus community of the emergency phone system through brochures, maps, presentations, and on the UT Southwestern Police Department’s website.



Please see page 76 for the “Blue-Light” location map.

Crime Statistics

	2020						2021						2022					
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded
<u>Criminal Offenses</u>																		
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	1	0	0	0	1	1 ¹	1	0	0	0	1	1 ¹	1	0	0	0	1	0
Fondling	5	1	0	0	6	0	9	1	0	0	10	4 ²	4	0	0	0	4	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	4	5	0	1	0	0	2	3	1	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	4	0	0	0	4	0	10	0	0	0	10	0	11	1	0	0	12	0
Motor Vehicle Theft	20	0	0	2	22	2	30	0	0	0	30	0	17	0	0	0	17	0
Arson	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0

¹ The unfounded reports of rape involved a patient who reported a rape during a hospital visit. Upon investigation, it was determined that a rape offense did not occur.

²All unfounded reports of fondling involved patients claiming to have been inappropriately touched during medical examinations.

		2020					2021					2022							
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	
VAWA																			
Domestic Violence	3	0	0	0	3	0	4	0	0	0	4	0	5	0	0	0	5	0	
Dating Violence	3	0	0	3	6	0	2	0	0	0	2	0	2	0	0	0	2	0	
Stalking	5	2	0	0	7	0	3	1	0	0	4	0	1	0	0	0	1	0	
Arrests																			
Weapons Violations	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Drug Law Violations	20	1	0	3	24	0	24	1	0	9	34	0	28	0	0	0	28	0	
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL																			
Disciplinary Actions																			
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL																			

	2020						2021						2022					
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded
Hate Crimes																		
Murder/Manslaughter																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		
Hate Crimes																		
Rape																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		

	2020						2021						2022						
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	
Hate Crimes																			
Fondling																			
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																			
Hate Crimes																			
Incest																			
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																			

	2020						2021						2022					
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded
Hate Crimes																		
Statutory Rape																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		
Hate Crimes																		
Robbery																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		

	2020						2021						2022						
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	
Hate Crimes																			
Aggravated Assault																			
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																			
Hate Crimes																			
Burglary																			
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																			

	2020						2021						2022					
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded
Hate Crimes																		
Motor Vehicle Theft																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		
Hate Crimes																		
Arson																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		

	2020						2021						2022					
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded
Hate Crimes																		
Simple Assault																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		
Hate Crimes																		
Larceny-Theft																		
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																		

	2020						2021						2022						
	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	Campus	Student Housing	Non-Campus	Public	Total	Un-founded	
Hate Crimes																			
Intimidation																			
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																			
Hate Crimes																			
Destruction/Damage/Vandalism of Property																			
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL																			

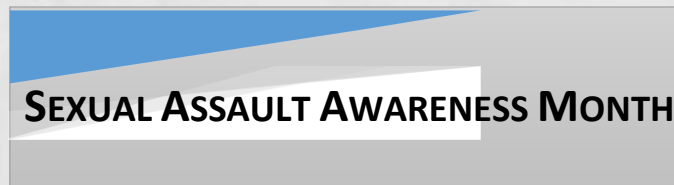
Crime Prevention & Community Outreach



Coffee with Chief

These annual events provide the community an opportunity to engage with UT Southwestern’s Police Chief in casual conversation. This is also a great time to bring up any concerns or questions you might have regarding campus safety, policing policies, or how the UT Southwestern Police Department can better serve you.

If you have questions about Coffee with Chief events, please contact the Crime Prevention Coordinator at 214-648-8311 or UTCrimePrevention@UTSouthwestern.edu.



Each April since 2020, the Title IX Division has provided a “Sexual Assault Awareness Month” event that provides information regarding resources and support for UT Southwestern community members should they ever experience sexual assault.

[2022 | Candid Conversations: Navigating Institutions from a Survivor’s Perspective - YouTube](#)



Basic RAD

Basic Rape Aggression Defense (RAD) is a 12-hour training course designed to maximize the physical defensive abilities of women. This course teaches basic practical techniques that require no special fitness level or equipment, with the goal to enhance the options for self-defense in case of an attack. RAD classes recently returned to UT Southwestern and will be held bi-monthly once fully operational.

Advanced RAD

Advanced Rape Aggression Defense (RAD) goes “beyond the basics” by combining techniques learned in Basic RAD with more advanced techniques. If you have questions about RAD or Advanced RAD, please contact the Crime Prevention Coordinator at 214-648-8311 or UTCrimePrevention@UTSouthwestern.edu.

Crime Prevention

The UT Southwestern Police Department offers services and programs designed to inform the UT Southwestern community about crime prevention based on the concept of eliminating or minimizing criminal opportunities. We encourage faculty, staff, students, visitors, and patients to share the responsibility of crime prevention.

Personal Safety Escort Service

Officers are available 24 hours a day, including weekends and holidays, for personal safety escorts. Officers will escort all people to any location on or near campus. To request an escort, call **214-648-8311**.

Group Presentations

The UT Southwestern Police Department presents safety and security presentations to campus and community groups upon request. Presentations are appointment based and scheduled by request. Topics include:

[Active Shooter Response](#)

[Campus and Personal Safety](#)

[Theft Reduction in the Workplace](#)

[Auto Theft Prevention and Anti-Carjacking](#)

[Sexual Assault Prevention](#)

[Home Security/Burglary Prevention](#)

[Identity Theft](#)

[Fraud Awareness](#)

[University Police-Q&A Session](#)



Procedures

Timely Warnings

A Timely Warning is an emergency notification that is distributed to the campus community in a timely manner in order to warn the community that it has been determined that the incident represents a serious and ongoing threat affecting students, faculty, and staff. In the event of such an emergency, the entire campus will be notified via text message, email, and/or phone call from UT Southwestern's emergency alert system.

The circumstances in which a Timely Warning will be generated include, but are not limited to, the receipt of a good faith report to the UT Southwestern Police Department or other Campus Security Authority of a crime reportable under the Clery Act that poses a serious or continuing threat to the campus community. The community will be alerted as soon as first responders confirm a crime occurred and a dangerous situation exists.

In the event that a situation arises, the Chief of Police or designee will determine if a Crime Alert (Timely Warning) will be issued. The determination will be made on a case-by-case basis after due consideration of all available facts of the crime, such as the nature of the crime and whether or not a continuing danger to the campus community exists.

If the review determines that the offense presents a continuing threat to the students and employees, then the following steps will be taken:

- In exigent circumstances, the Police Communications Center will send a mass communication through the UTSW Alert mass notification system, notifying the campus of the threat.
- In non-exigent circumstances, the Chief of Police, in consultation with the Executive Vice President for Business Affairs, will coordinate an institutional notification.

Emergency Notification

The institution shall have emergency response and evacuation procedures for notifying the community in the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. Emergency notifications and public notices will be issued by the Chief of Police as part of our emergency response system and protocols.

UT Southwestern will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing the notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond, or otherwise mitigate the emergency.

UT Southwestern utilizes the UTSW Alert mass notification system for all emergency notifications. The following link provides directions on how affiliated personnel can sign up for notifications:

<https://member.everbridge.net/3091830992273431/login/sso>. Depending on the nature of the incident,

UT SOUTHWESTERN MEDICAL CENTER

ANNUAL SECURITY AND FIRE SAFETY REPORT 2022

campus affiliates may be instructed to shelter in place, evacuate a floor or building, avoid a particular area, or simply remain alert and report any related issues to the appropriate campus entity.

Notifications will include the type of incident occurring, the location of the incident, and the response actions the campus community is advised to follow. Additional updated information will be provided as it becomes available and as circumstances allow for its release.

Emergency notifications are sent out via email, phone call, and text message upon confirmation of a significant or dangerous situation – including Clery Act crimes – occurring on the campus involving an immediate threat to the health or safety of students or employees.

Emergency notifications are initiated by the Office of Safety and Business Continuity or the UT Southwestern Police Department, depending on the nature of the incident. The Office of Safety and Business Continuity and/or the UT Southwestern Police Department will gather the information necessary to confirm that there is a significant emergency or dangerous situation, including consulting with outside resources as appropriate. Based on this information, the Office of Safety and Business Continuity and/or the UT Southwestern Police Department will determine the appropriate segment(s) of the campus community to receive the emergency notification, depending on who has the potential to be affected by the situation. UT Southwestern will disseminate emergency information to individuals and/or organizations outside of the campus community as appropriate depending on the situation.

The UT Southwestern Police Department and/or members of the Office of Safety and Business Continuity will respond to all emergencies, triage the incidents, and provide information to administrators regarding the appropriate campus responses. The required campus responses will be delivered via an emergency notification.

Types of Emergencies

- Extreme weather conditions
- Earthquake
- Gas leak
- Acts of terrorism
- Armed intruder
- Bomb threat
- Civil unrest
- Explosion
- Airplane crash
- Structure fire or wildfire
- Hazardous material incident

Emergency Management and Evacuation Procedures

The Emergency Management Program is a part of UT Southwestern’s Office of Safety and Business Continuity. All policies and procedures are promulgated by the Office of Safety and Business Continuity in partnership with other relevant departments including University Police. The UT Southwestern Emergency Management Plan is a guide that provides UT Southwestern executive management with an emergency and crisis management system when responding to major disasters or disturbances to the campus. All personnel designated to carry out specific responsibilities are trained to know and understand the UT Southwestern policies and procedures. UT Southwestern will utilize the Incident Command System (ICS) in the event of an emergency.

The Emergency Management Plan is designed to effectively coordinate the use of University and community resources to protect life and property both during and immediately following a major crisis or disturbance on or near UT Southwestern. It shall be placed into operation whenever an emergency affecting the University cannot be controlled using daily operating procedures.

[Fire Alarm / Drill Procedures \(utsouthwestern.net\)](https://utsouthwestern.net)

The Emergency Response Guide

[Available in a mobile application](#), the purpose of the Emergency Response Guide is to provide an understandable and accessible reference for use in emergency situations in order to promote the safety of the UT Southwestern community. This guide addresses the most common and most likely emergencies that employees and students may face on the UT Southwestern campus on any given day, shows emergency equipment locations, and provides action steps for the campus to follow.

Emergency Tests and Evacuation Drills

UT Southwestern shall participate in emergency tests or evacuation drills at least once per year to assess and evaluate emergency procedures and capabilities. The emergency drills, tabletop exercises, and emergency preparedness trainings are done in partnership with various internal departments at UT Southwestern as well as affiliated institutions in the Southwestern Medical District.

External agencies may include the Dallas Police Department, Dallas Fire and Rescue, Dallas Emergency Operations Center, Dallas Area Rapid Transit, as well as state agencies. The Office of Safety and Business Continuity will document each test, including a description of the test, the date and time, and whether it was announced or unannounced. UT Southwestern will publicize its emergency response and evacuation procedures in conjunction with at least one test per year.

Registered Sex Offender Information

UT Southwestern Procedures

UT Southwestern is dedicated to providing a safe environment and takes steps to ensure that this is a safe place for educating, treating patients, and to work. In order to do so, UT Southwestern requires background checks in positions stated in policy EMP-152: Security-Sensitive Positions and Background Checks.

Public Access to Sex Offender Data

The Campus Sex Crimes Prevention Act sets minimum national standards for state sex offender registration and community notification programs. Pursuant to Texas Code of Criminal Procedure article 62.005, the Texas Department of Public Safety (DPS) has established this website as the official internet public access to the DPS sex offender registration computerized database. The information can be located at:

<https://publicsite.dps.texas.gov/SexOffenderRegistry>

New Student and Employee Training

All new incoming students and employees are provided training on the prevention of dating violence, domestic violence, sexual assault, and stalking. This training defines the concept of consent and provides specific definitions for dating violence, domestic violence, sexual assault, and stalking. The training reinforces the University's prohibition of these actions and includes information about the procedures UT Southwestern will follow when these actions are reported, risk reduction, and safe and positive options for bystander intervention.

Incumbent Student and Employee Training

UT Southwestern notifies all employees and students regarding the availability of after-hours security transportation, crime prevention tips, and the availability of refresher training dating violence, domestic violence, sexual assault, and stalking. The training reinforces the concepts explored during the new student/employee training.

Missing Students

Students, employees, or other individuals should report to the UT Southwestern Police Department when a student has been missing for 24 hours. Any missing student report must be referred immediately to the University Police. A decision to initiate emergency contact procedures will be made by the UT Southwestern Police Department based on the information known at the time. Call **214-648-8911** (88911 from a campus extension) to report missing students.

Students may designate one or more contacts whom UT Southwestern will notify within 24 hours of a determination that the student is missing. This contact information will be registered confidentially, will be accessible only to authorized campus officials, and may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. Those contacted by the UT Southwestern Police Department as part of the emergency notification process will include the individuals listed on the confidentiality card filled out by the resident during the move-in process, but others may also be contacted as permitted by state and federal law.

In cases where the resident is not yet 18 years of age and not emancipated, the UT Southwestern Police Department will contact the minor's parent or guardian no later than 24 hours after the time the student is determined to be missing, in addition to notifying the student's designated contact person. The UT Southwestern Police Department will notify the Dallas Police Department within 24 hours of a determination that a student is missing.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking to Law Enforcement

Incidents of domestic violence, dating violence, sexual assault, and stalking that occurred on campus should be immediately reported to the UT Southwestern Police Department at **214-648-8911 (emergency)**, **214-648-8311 (non-emergency)**, or via the online [Report a Crime](#) form found on the UT Southwestern Police Department's webpage. Incidents occurring in other jurisdictions should be reported to the appropriate local law enforcement authority. Individuals who witness or experience domestic violence, dating violence, sexual assault, or stalking are strongly encouraged to promptly report the incident to the appropriate law enforcement authority, regardless of whether the victim intends to pursue criminal charges. Police in the jurisdiction where the incident occurred can assist victims with applying for protective orders. A sexual assault victim will also have an opportunity to have a crime victim liaison, counselor, advocate, or police officer with specialized training be present with the victim during police investigative interviews.

Reporting domestic violence, dating violence, sexual assault, or stalking to law enforcement does not mean that the case will automatically go to criminal trial or through a formal grievance process under policy ETH-153. If domestic violence, dating violence, sexual assault, or stalking that occurred on campus is reported to the UT Southwestern Police Department, the Department will advise the individual of his or her right to also submit a formal complaint under [ETH-153 Title IX Sexual Harassment: Formal Grievance Policy](#). To the extent permitted by the law and UT Southwestern policy, the UT Southwestern Police Department will also notify the [Title IX Coordinator](#) when a criminal complaint of domestic violence, dating violence, sexual assault, or stalking is received involving an employee, student, resident, or applicant for admission or employment, with the exception of when the individual uses a pseudonym form under the Code of Criminal Procedure for incidents of sexual assault, stalking, family violence, and human trafficking. In those instances where a pseudonym form is used, the UT Southwestern Police Department will only report the type of incident to the Title IX Coordinator but not any information identifying them. The UT Southwestern Police Department may also provide the Title IX Coordinator access to related law enforcement records, so long as such access will not compromise any criminal investigation.

The University will assist victims, upon request, in contacting law enforcement. Victims may decline to notify law enforcement.

Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking to UT Southwestern (ETH-153 Title IX Sexual Harassment: Formal Grievance Policy)

UT Southwestern is committed to maintaining a working, educational, and training environment that is free from sexual harassment in compliance with Title IX of the Education Amendments of 1972 ("Title IX") and the Campus Sexual Violence Elimination Act (SaVE Act), Violence Against Women Act (VAWA), and Clery Act.

In furtherance of this commitment, it is UT Southwestern policy that the Division of Title IX in the Office for Access & Title IX ("UTSW Division of Title IX") will investigate and resolve Formal Complaints of Title IX Sexual Harassment in the manner outlined in policy ETH-153 Title IX Sexual Harassment: Formal Grievance Policy. This grievance process is a prompt, fair and impartial process conducted by officials who receive annual training on dating violence, domestic violence, sexual assault, and stalking, and conducting investigations and hearings that balances protecting the safety of victims and promoting accountability. Individuals who are

found responsible for Title IX Sexual Harassment in violation of that policy will be subject to disciplinary action, up to and including dismissal or termination of employment.

Under federal law and policy ETH-153, Title IX Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

- a. *Quid pro quo*: an employee conditioning the provision of an aid, benefit, or service of UT Southwestern on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to UT Southwestern's education programs or activities; or
- c. "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined in policy ETH-153.

Conduct under subsections (a) and (c) 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* harassment and any instance of sexual assault, dating violence, domestic violence, or stalking are considered Title IX Sexual Harassment under policy ETH-153. Individuals can consult policy ETH-153 for definitions of all terms used in this section.

Scope of Policy ETH-153 and Exclusions

Policy ETH-153 applies to all UT Southwestern faculty, employees, students, residents, and third parties participating or attempting to participate in any UT Southwestern education program or activity, including patients, visitors, volunteers, contractors, and vendors, as well as applicants for admission or employment. The policy applies regardless of the gender, gender identity, or sexual orientation of the reporter, Complainant, or Respondent.

The policy only applies to Title IX Sexual Harassment as defined by federal law and the policy. Conduct that does not constitute Title IX Sexual Harassment may be prohibited by other UT Southwestern policies. For example, other sexual misconduct by employees that does not rise to the level of Title IX Sexual Harassment, but is unacceptable for the working environment, will be handled in accordance with ETH-154 Sexual Harassment and Sexual Misconduct. Other sexual misconduct by students that does not rise to the level of Title IX Sexual Harassment, but is unacceptable for the educational environment, will be handled in accordance with EDU-151 Student Conduct and Discipline.

The UTSW Division of Title IX, in consultation with the Office of Legal Affairs, will determine whether a Formal Complaint constitutes Title IX Sexual Harassment that will be adjudicated under policy ETH-153 or whether a different UT Southwestern policy or process may apply. This determination may be made at any point in the Formal Grievance Process. For example, if in the course of the investigation, the UTSW Division of Title IX determines alleged conduct by a student does not meet the definition of Title IX Sexual Harassment, the Formal Complaint must be dismissed but the matter may be referred to the Dean of the applicable school for action in accordance with EDU-151 Student Conduct and Discipline.

Complaints related to patient care provided in the treatment setting will be handled by the Office of Medical Risk Management and/or the Patient Assistance Office, as appropriate.

Reporting Title IX Sexual Harassment to UT Southwestern

All members of the UT Southwestern community are strongly encouraged to promptly report incidents that could constitute Title IX Sexual Harassment in violation of policy ETH-153 to the Title IX Coordinator or Deputy

Title IX Coordinator, regardless of where or when they occurred. Reports may also be made to a Responsible Employee, via the online reporting form on the Title IX Website, to the Office of Institutional Compliance & Audit Services, or to the Compliance Hotline. All reports made via these avenues will be promptly forwarded to the Title IX Coordinator. [Anonymous reports](#) may be made via the Title IX website or the [Compliance Hotline](#). However, anonymous reports may greatly limit UT Southwestern's ability to stop the alleged conduct, complete an investigation, or take appropriate remedial action against individuals accused of violating policy ETH-153.

Reporting an incident informs UT Southwestern and allows the UTSW Division of Title IX to provide appropriate Supportive Measures. Reporting an incident does not constitute filing a Formal Complaint and will not automatically result in an investigation or hearing process under policy ETH-153. Individuals wishing to file a Formal Complaint must follow the procedures outlined below to invoke an investigation, hearing, or informal resolution process.

Responsible Employees are required by Texas law to report to the Title IX Coordinator or Deputy Title IX Coordinator all information concerning any incident the Responsible Employee reasonably believes constitutes Title IX Sexual Harassment committed by or against a student or employee. If a Responsible Employee knowingly fails to report, state law requires their employment be terminated. The definition of what must be reported by Responsible Employees under state law includes Title IX Sexual Harassment as defined in policy ETH-153. Please refer to ETH-154 Sexual Harassment and Sexual Misconduct for a complete description of state law reporting obligations, which include a broader range of conduct than Title IX Sexual Harassment.

The UT Southwestern Title IX Coordinator is:

[Charles Ginsburg, M.D.](#)

Marilyn R. Corrigan Distinguished Chair in Pediatric Research

Vice Provost and Senior Associate Dean for Education

Professor of Pediatrics

UT Southwestern Medical School

Phone: 214-648-8597

Charles.Ginsburg@utsouthwestern.edu

The Deputy Title IX Coordinator is:

Travis Gill, J.D.

Assistant Vice President of Access & Title IX

Phone: 214-648-9843

Email: travis.gill@utsouthwestern.edu

Supportive Measures

UT Southwestern will offer reasonably available individualized services, without any fee or charge, to the parties involved in a reported incident of Title IX Sexual Harassment. Supportive Measures, coordinated by the Title IX Coordinator and the UTSW Division of Title IX, will always be offered via written correspondence upon actual notice of a Formal Complaint. Supportive Measures are available without the filing of a Formal Complaint, as the situation warrants. Supportive Measures are equally available to all parties and may include, but are not limited to: assistance with alternative student housing, counseling, or course-related adjustments;

UT SOUTHWESTERN MEDICAL CENTER

ANNUAL SECURITY AND FIRE SAFETY REPORT 2022

modifications of class or rotation schedules; withdrawal from a course without penalty; campus escort services; mutual, non-punitive restrictions on contact between the parties; change in work locations; leaves of absence; increased security and monitoring of certain areas of campus; or other similar measures tailored to the individualized needs of the parties and appropriate to the situation.

Supportive Measures are non-disciplinary and non-punitive measures that do not unreasonably burden any of the parties involved in a reported incident of Title IX Sexual Harassment. Any disciplinary or punitive measures may only be implemented following the conclusion of the Formal Grievance Process, excluding an emergency removal issued in accordance with policy ETH-153.

Supportive Measures provided to the parties will be maintained as confidential, to the extent that maintaining such confidentiality does not impair the ability of UT Southwestern to provide the Supportive Measures.

Confidentiality, Requests Not to Investigate, and Requests to Dismiss Formal Complaints

UT Southwestern has great respect for the sensitive nature of the subject matter covered by policy ETH-153 and for the privacy of the parties identified in a report or Formal Complaint. In the course of the Formal Grievance Process, UT Southwestern will share information only as necessary with people who need to know, and in compliance with law, which may include but is not limited to the investigators, witnesses, the Complainant, the Respondent, the parties' advisers, the hearing officer, and the appeal official.

Students and residents may discuss an incident with Confidential Employees or an off-campus resource (e.g., rape crisis center, doctor, psychologist, clergyperson) without concern that their identity will be reported to UT Southwestern. Employees may seek assistance from the Employee Assistance Program, their own personal health care provider, the clergyperson of their choice, or an off-campus rape crisis resource without concern that their identity will be reported to UT Southwestern.

UT Southwestern may need to act to maintain campus safety and must determine whether further investigation is required, even in instances where a Complainant requests confidentiality or prefers that an investigation not be conducted. In making determinations regarding a Complainant's request that UT Southwestern not investigate, that a Formal Complaint be dismissed, and/or that UT Southwestern not disclose identifying information to Respondent(s), the Division of Title IX must deliberately weigh the rights, interests, and safety of the Complainant, the Respondent, and the campus community. Factors the Division of Title IX will consider when determining whether to investigate an alleged incident of Title IX Sexual Harassment under policy ETH-153 include, but are not limited to:

- The seriousness of the alleged incident;
- Whether UT Southwestern has received other complaints about the same Respondent;
- The Respondent's right to receive information about the allegations, in accordance with federal and state law;
- Whether the alleged incident of Title IX Sexual Harassment poses a risk of harm to others; and
- Any other factors UT Southwestern deems relevant.

Under state law, if the Complainant requests in writing that UT Southwestern not investigate a report, the UTSW Division of Title IX must inform the Complainant of the decision whether or not to investigate.

Mandatory and Discretionary Dismissal of Formal Complaints by the UTSW Division of Title IX

Title IX regulations require UT Southwestern to assess whether conduct constitutes Title IX Sexual Harassment or whether it constitutes prohibited conduct in violation of another University policy. UT Southwestern is required to dismiss a Formal Complaint (in whole or in part) when the alleged conduct, even if substantiated:

- Does not meet the definition of Title IX Sexual Harassment in ETH-153;
- Did not occur in a UT Southwestern education program or activity; or
- Did not occur against a person in the United States.

UT Southwestern has the discretion to dismiss a Formal Complaint under the following circumstances:

- The Complainant requests in writing to withdraw or dismiss a Formal Complaint (or any allegations therein) in accordance with the procedures below:
- The Respondent was an employee but is no longer employed by UT Southwestern at the time the Formal Complaint is filed;
- The Respondent was a student but is no longer enrolled at UT Southwestern at the time the Formal Complaint is filed; or
- Specific circumstances prevent UT Southwestern from gathering evidence sufficient to reach a determination as to the Formal Complaint or any allegations therein.

A mandatory or discretionary dismissal only means that the Formal Complaint will not be investigated or resolved in accordance with policy ETH-153. UT Southwestern may still handle allegations of misconduct under other applicable University policies or processes, for example: ETH-151 Equal Opportunity (gender discrimination), ETH-154 Sexual Harassment and Sexual Misconduct (sexual misconduct or Title VII sexual harassment), EDU-151 Student Conduct and Discipline (student misconduct), or EMP-351 Discipline and Dismissal of Classified Employees (employee misconduct). The UTSW Division of Title IX may offer Supportive Measures to the parties if a Formal Complaint is dismissed.

Appealing the Dismissal of a Formal Complaint

If a Formal Complaint is dismissed, the UTSW Division of Title IX will provide the parties with prompt written notice of the dismissal and the reason(s). A Formal Complaint may be dismissed at any point in the Formal Grievance Process if it is determined dismissal is appropriate. Both parties may appeal the decision to dismiss a Formal Complaint in writing to the Assistant Vice President of Access & Title IX within five (5) days. The appeal should set forth the reasons why the party believes the dismissal was in error. Appeals may only be based on the following grounds:

- Procedural irregularity that affected the dismissal decision;
- New evidence that was not reasonably available at the time of the dismissal that could affect the outcome; or
- The individual who made the decision to dismiss the Formal Complaint had a conflict of interest or bias for or against the parties (generally, or specifically in this matter) that affected the outcome.

Upon receipt of an appeal, the Assistant Vice President of Access & Title IX will provide a copy to the non-appealing party (which may be the UTSW Division of Title IX) and an opportunity to respond in writing. The Assistant Vice President may, at their discretion, schedule a meeting with the appealing party to discuss the dismissal. In that event, the non-appealing party will also have the opportunity to meet with the Assistant Vice President. The Assistant Vice President will issue a written decision to the parties no later than 30 days after

receipt of the appeal. The decision of the Assistant Vice President of Access & Title IX is final as to dismissal or reinstatement of a Formal Complaint.

The Formal Grievance Process May be Invoked by the Following:

1. **Students and Residents**: The Complainant is a student or resident at UT Southwestern at the time of the alleged Title IX Sexual Harassment, and the alleged conduct occurred when the Complainant was participating or attempting to participate in an education program or activity at UT Southwestern.
2. **Employees**: The Complainant is an employee of UT Southwestern at the time of the alleged Title IX Sexual Harassment, and the alleged conduct occurred when the Complainant was participating or attempting to participate in an education program or activity at UT Southwestern.
3. **Third parties** (e.g., vendors, contractors, volunteers, patients, visitors, applicants for admission or employment): The Complainant is participating or attempting to participate in an education program or activity at UT Southwestern at the time the Title IX Sexual Harassment occurred, and the Respondent is a UT Southwestern student, resident, or employee.

If the Formal Complaint does not fit within any of the above situations, the UTSW Division of Title IX will not proceed with an investigation under ETH-153 and will refer the matter to another UT Southwestern official or office, as appropriate, and provide written notice to the Complainant. A determination that the Complainant is not eligible to invoke the Formal Grievance Process and the matter is properly handled by another UT Southwestern official or office is not a dismissal and is not appealable by any party.

Submitting a Formal Complaint

To begin the Formal Grievance Process, the Complainant must sign (physically or electronically) a written Formal Complaint and submit it to the Title IX Coordinator or Deputy Title IX Coordinator. The Complainant must include a statement setting out the known details of the alleged conduct that is the subject of the Formal Complaint, including:

- Complainant's name and contact information
- Respondent's name
- Detailed description of the alleged conduct or event that is the basis of the alleged Title IX Sexual Harassment in violation of policy ETH-153
- Date(s) and location(s) of the alleged occurrence(s)
- Names of any witnesses to the alleged occurrence(s)
- The resolution sought, and
- Any documents, evidence, or other information that is relevant to the Formal Complaint.

The Title IX Coordinator or Deputy Title IX Coordinator may also sign (physically or electronically) and submit a written Formal Complaint against a Respondent to initiate the Formal Grievance Process. When the Title IX Coordinator or Deputy submits a Formal Complaint, it will include the rationale for initiating the complaint instead of the Complainant. Only the Title IX Coordinator, Deputy Title IX Coordinator, and the UTSW Division of Title IX have authority to institute corrective measures. UT Southwestern will not be deemed to have actual knowledge of a Formal Complaint unless and until it is received by the Title IX Coordinator, Deputy, or UTSW Division of Title IX.

Notice of a Formal Complaint

After receiving a Formal Complaint and determining that it is actionable under policy ETH-153, the UTSW Division of Title IX will provide a written notice to the parties of the Formal Complaint which will include:

UT SOUTHWESTERN MEDICAL CENTER

ANNUAL SECURITY AND FIRE SAFETY REPORT 2022

- A copy of ETH-153 Title IX Sexual Harassment: Formal Grievance Process;
- A detailed description of the factual allegations that potentially constitute prohibited Title IX Sexual Harassment under policy ETH-153, including the identity of the parties, and the date(s), time(s), and location(s) of alleged conduct, to the extent this information is known by the UTSW Division of Title IX at the time;
- A statement of the potential policy violations being investigated;
- 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 Formal Grievance Process;
- A statement informing both parties that they may have an adviser of their choice, who may be, but is not required to be, an attorney;
- A statement that the parties may review all evidence gathered as part of any investigation, and
- Notification that knowingly making false statements or submitting false information during the Formal Grievance Process is prohibited and could result in disciplinary action.

If at any point during the investigation, new allegations emerge or the original allegations in the Formal Complaint change, the UTSW Division of Title IX will issue concurrently to both parties a revised Notice of Formal Complaint summarizing the additional and/or updated allegations.

Emergency Removal

A Respondent may be removed from UT Southwestern education, training, or employment activities and temporarily barred from the campus on an emergency basis pending the outcome of a Formal Grievance Process under policy ETH-153. The decision to issue an emergency removal will be based on an individualized safety and risk analysis and determination that the Respondent poses an immediate threat to physical health or safety of an individual arising from the allegations of Title IX Sexual Harassment. The UTSW Division of Title IX will notify the Respondent in writing of an emergency removal decision. The Respondent will have an opportunity to immediately challenge the emergency removal in writing to the Assistant Vice President of Access & Title IX.

Students and residents who are subject to emergency removal will be placed on leave of absence and will not be permitted to participate in any UT Southwestern education programs or training activities. Residents may use paid leave in accordance with Graduate Medical Education (GME) policies and the applicable employer's policies. At the discretion of UT Southwestern, employees who are subject to emergency removal may be placed on paid administrative leave pending investigation, may be required to use available paid leave accruals or placed on unpaid leave in accordance with UT Southwestern policies, or may be assigned to work remotely from an alternate location off campus.

Informal Resolution Option

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 this Informal Resolution option at any point prior to a final determination regarding responsibility. No party is required to use the Informal Resolution option. The Informal Resolution option is in lieu of the investigation, live hearing, and appeal process described below. The Informal Resolution process is not permitted in cases where Title IX Sexual Harassment by an employee against a student is alleged in the Formal Complaint. At any point prior to agreeing to an Informal Resolution, each party has the right to withdraw from the Informal Resolution process and resume the Formal Grievance Process.

Upon receipt of the written agreement of both parties to pursue the Informal Resolution option, the UTSW Division of Title IX will issue a Notice of Informal Resolution Option concurrently to both parties, which will include:

- A summary of the allegations in the Formal Complaint;
- An outline of the Informal Resolution process;
- A statement that if the informal process results in a mutual agreement, then the parties forgo resuming a Formal Grievance Process arising from the same allegations;
- A statement that at any point prior to agreeing to an Informal Resolution, each party has the right to withdraw from the informal process and resume the Formal Grievance Process;
- A statement acknowledging that an agreed-upon Informal Resolution by both parties will fully and finally resolve the allegations and create a binding obligation on both parties to abide by the resolution; and
- Any potential consequences that may result from participating in the informal process, such as:
 - a) failure to comply with an Informal Resolution by either party may result in disciplinary action
 - b) documentation and recordkeeping of the informal process, and
 - c) confidentiality of records.

Informal Resolutions will be concluded within 45 days of UTSW Division of Title IX's receipt of written notice that both parties wish to exercise this option. This time limit can be extended by the UTSW Division of Title IX for good cause and with written notice to both parties. The UTSW Division of Title IX will provide a written copy of any Informal Resolution reached. All documentation related to the Informal Resolution process will be treated as confidential to the extent possible under law and will be kept for seven years as required by law and UT Southwestern policy. The Informal Resolution process is confidential, it will not be recorded or transcribed, and any statements made by the parties may not be used for or against either party should the parties resume the Formal Grievance Process. Information related to an Informal Resolution may be relevant in any future complaint against the same Respondent. Failure to comply with an Informal Resolution may result in disciplinary action.

Investigation of the Formal Complaint

All Formal Complaints will be investigated by an investigator in the UTSW Division of Title IX. Investigations will proceed as follows:

1. The Respondent will have the opportunity to respond to the Notice of Formal Complaint and the allegations in writing and during an interview with the investigator.
2. The UTSW Division of Title IX 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 Formal Grievance Process.
3. Parties must provide the UTSW Division of Title IX with the name and contact information of their adviser. If a party wants the UTSW Division of Title IX to release information to their adviser (e.g., evidence, the completed final report, hearing notices), the party must submit a written, signed consent for such release. Advisers are not permitted to actively participate in meetings or proceedings in the Formal Grievance Process, except when questioning witnesses at a live hearing, as expressly permitted by policy ETH-153.
4. During the investigation, the parties may present any information and evidence that may be relevant to the Formal Complaint and may have an adviser of their choice attend any related interview,

meeting, or proceeding in the Formal Grievance Process. 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 submit to the investigator any questions they would like asked of any potential witnesses or the other party.

5. The investigator will interview relevant and available witnesses and all parties. Neither the Complainant nor the Respondent or their respective advisers will be permitted to attend interviews of other witnesses, including interviews of the other party.
6. The investigation of a Formal Complaint will be concluded within 90 days, unless the process is tolled while the parties are pursuing an Informal Resolution or an extension is granted for good cause by the UTSW Division of Title IX.
7. Prior to the completion of the investigation report, the UTSW Division of Title IX will provide access to all evidence obtained (whether relevant or not) as part of the investigation to both parties.
8. Both parties will have an equal opportunity to inspect, review, and respond to the evidence. All responses to the evidence must be submitted by the party in writing to the UTSW Division of Title IX within 10 days. Advisers are not permitted to submit written responses to the evidence on their own or on behalf of the party they are advising. The UTSW Division of Title IX will consider all timely responses submitted by the parties before finalizing the investigation report.
9. The completed investigation report will outline each of the allegations that potentially constitutes prohibited Title IX Sexual Harassment under policy ETH-153, describe the investigation, and fairly summarize relevant evidence, witness statements, and responses to questions.
10. The investigator will provide a completed investigation report concurrently to both parties no later than 10 days prior to the date of any scheduled hearing. A copy of the completed investigation report will be issued to the Title IX Coordinator and to the hearing officer.

Live Hearing and Determination of Responsibility

UT Southwestern will provide a live hearing for all Formal Complaints that are not dismissed, resolved informally, or referred for handling under another UT Southwestern policy or process. The Formal Grievance Process will use the preponderance of the evidence standard, as defined in policy ETH-153. By law, it is presumed that the Respondent is not responsible for the alleged conduct unless a determination regarding responsibility is made at the conclusion of the Formal Grievance Process, including any appeals.

1. Hearing Notice. The UTSW Division of Title IX will provide at least 10 days' written notice of the hearing to the parties that includes the date, time, location, the name of the hearing officer, and the names of all participants of the hearing (all parties, each party's advisors, and witnesses in the investigation report who will testify), purpose of the hearing, a statement of the Title IX Sexual Harassment charges, and a summary 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.
2. 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 UTSW Division of Title IX within three days after receipt of the Hearing Notice and must state the basis for the challenge. The hearing officer will be the sole judge of whether they can serve with fairness, impartiality, and objectivity. In the event that the hearing officer recuses themselves, a new hearing officer will be assigned by the UTSW Division of Title IX, and a new Hearing Notice will be issued.

3. Hearing Officer Duties. The hearing officer is responsible for conducting the hearing in accordance with these procedures. The hearing officer will rule on all procedural matters and on objections regarding exhibits and testimony of witnesses at the hearing; may question witnesses who testify at the hearing; and is entitled to have the advice and assistance of an attorney from the Office of the Vice President for Legal Affairs and/or an attorney from the Office of General Counsel of the UT System.
4. Access to Evidence. Each party will have access to all of the evidence from the investigation, including a copy of the completed investigation report, in advance of the hearing.
5. Separate Rooms and Virtual Participation. At the request of either party, UT Southwestern will arrange for the hearing to occur with the parties located in separate rooms using 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.
6. 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. Privileged Information Excluded. No person will be required to disclose information protected under a legally recognized privilege. The hearing officer must not allow 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 prohibition includes information protected by the attorney-client privilege.
8. Advisers. Each party may have an adviser of their choice at the hearing. If a party does not have an adviser, the UTSW Division of Title IX will provide one. Advisers are not permitted to actively participate in the hearing, except that advisers may ask questions of the other party and any other witnesses. In addition, witnesses may have an adviser of their choice at the hearing, however, the UTSW Division of Title IX will not provide advisers to non-party witnesses.
9. Questioning of the Witnesses in the Hearing. The hearing officer may, at their discretion, ask questions during the hearing of any party or witness at any time during the proceeding. Each party's adviser will have an opportunity to ask relevant questions and follow-up questions of the other party and of any witnesses who participate in the hearing, including questions that challenge credibility. Each adviser 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 who participate in the hearing. The University representative and the advisors may ask questions using the following procedure:
 - The adviser questioner will ask a question of the witness.
 - Before the witness answers a question, the hearing officer will rule as to whether the adviser's question is relevant to the alleged Title IX Sexual Harassment charges.
 - If the hearing officer rules that the adviser's question is not relevant, then the hearing officer must explain any decision to exclude a question as not relevant.
 - If the hearing officer allows the question as relevant, the witness will answer it.
10. Prior Sexual History. A Complainant's sexual predisposition or prior sexual behavior are not relevant except where questions and evidence about such behavior are offered to prove that someone other than the Respondent committed the alleged Title IX Sexual Harassment or if the questions or evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove the Complainant's consent.

11. Effect of Failure to Submit to Cross-Examination. If a party or witness refuses to submit to any cross-examination questions during the hearing, the hearing officer will not rely on any statement of that party or witness when reaching a responsibility determination. The hearing officer will not draw an inference about responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions.
12. Hearing Officer Determination. Within 10 days after the hearing concludes, the hearing officer will issue a written determination, which will include the following:
- The allegations that potentially constitute Title IX Sexual Harassment prohibited by policy ETH-153;
 - A description of all of the procedural steps of the Formal Grievance Process under policy ETH-153;
 - The findings of fact supporting the hearing officer's determination, based on a preponderance of the evidence standard;
 - The conclusion(s) and a rationale as to whether the Respondent is responsible for each allegation;
 - The disciplinary sanctions, if applicable;
 - Whether additional remedies designed to restore or preserve equal access to the education program or activity will be provided; and
 - Procedures and permissible grounds for the parties to appeal, if applicable.
- The hearing officer will send a copy of the written determination concurrently to the parties; to the Dean of the applicable school (for student Respondents); to the Program Director and GME Office (for resident Respondents); to Employee Relations and the immediate supervisor (for employee Respondents); and to the Title IX Coordinator and the UTSW Division of Title IX.
13. The hearing will be recorded in audio or audiovisual format or may be transcribed by a court reporter at the discretion of the UTSW Division of Title IX. The recording or transcript, if applicable, will be available for the parties to inspect and review, upon written request.

Sanctions and Remedies

If the hearing officer determines the Respondent was responsible for violation of policy ETH-153, the hearing officer will determine appropriate sanctions and remedies. Possible sanctions and remedies for student or resident Respondents could include:

- Educational training;
- No shared classes, rotations, or extracurricular activities between Complainant and Respondent;
- Disciplinary warning or probation;
- Withholding of grades, official transcript, and/or degree;
- Delayed graduation or extension of training;
- Bar against readmission, bar against enrollment, drop from one or more classes, and/or withdrawal from UT Southwestern;
- Suspension of other rights and privileges such as participation in extracurricular activities;
- Denial of degree;
- Disciplinary Suspension from UT Southwestern for a specific period of time;
- Expulsion and permanent separation from UT Southwestern and a permanent notation on the student's official transcript;
- Suspension, probation, or dismissal from residency/fellowship program;
- Revocation of degree and withdrawal of diploma; and/or

- Other sanction(s) or remedies as deemed appropriate under the circumstances by the hearing officer, including additional Supportive Measures.

Possible sanctions and remedies for employee Respondents could include:

- Documented Counseling, Written Warning, or Letter of Expectations;
- Involuntary demotion or job reassignment;
- Suspension with or without pay for a specific period of time;
- Termination of employment;
- Notice of non-reappointment;
- Not eligible for rehire (NEFR) designation for a specified period of time or permanently; and/or
- Other sanction(s) or remedies as deemed appropriate under the circumstances by the hearing officer, including additional Supportive Measures.

Appeals

Either party may appeal in writing a hearing officer's determination regarding a Respondent's responsibility under the Formal Grievance Process within 10 days of notification of such a determination. Appeals following a live hearing may only be submitted on the following grounds:

1. A procedural irregularity that affected the outcome of the matter;
2. 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
3. The investigator 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.

The UTSW Division of Title IX will appoint an appellate officer to review any appeals. The appellate officer will not be the Title IX Coordinator or Deputy, investigator(s), or hearing officer in the Formal Grievance Process. Both parties will be notified concurrently in writing when an appeal is filed and the appeal procedures will apply equally for both parties.

Any non-appealing party will have seven days from the notification of an appeal to submit a written statement in support of the outcome. The appeal officer may take any one of the following actions regarding an appeal:

1. Affirm the hearing officer's determination regarding the Respondent's responsibility and affirm the disciplinary sanctions and remedies, if applicable;
2. Affirm the hearing officer's determination regarding the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable;
3. Affirm the University's dismissal of a Formal Complaint (or any allegations in the Formal Complaint);
4. Remand the Formal Complaint back to the investigation or hearing stage for the investigator or hearing officer to remedy any procedural irregularity or consider any new evidence;
5. Reverse the hearing officer's determination of the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable;
6. Uphold or overturn the UTSW Division of Title IX's decision not to investigate or to dismiss a Formal Complaint.

The appeal officer will release a written decision within 30 days from the date of the appeal. The appeal official's decision is final in all respects and ends the Formal Grievance Process.

Complainants and Respondents may appeal the hearing officer's determination of responsibility and any sanctions and remedies only in accordance with policy ETH-153. Due process or appeals available under other policies or processes, such as EDU-151 Student Conduct and Discipline, GME's Grievance and Due Process Policy, EMP-351 Discipline and Dismissal of Classified Employees, EMP-401 Employee Grievances, or FAC-501 Faculty Grievances do not apply.

Time Frames for the Formal Grievance Process

All deadlines and time frames contained in policy ETH-153 are counted in calendar days. The entire Formal Grievance Process (including any appeal) will generally be completed in no more than 150 days from the filing of the Formal Complaint, unless circumstances may require a temporary delay (e.g., at the request of law enforcement). The UTSW Division of Title IX may extend this time frame for good cause. In cases of extension, the UTSW Division of Title IX will provide written notice to the parties and the reason(s) for the action. Examples of good cause may include considerations such as the absence of a party, a party's adviser, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The 150-day time frame for completion of the entire Formal Grievance Process does not include any period of time the parties attempted but failed to reach an agreement in the Informal Resolution Process, if applicable. In cases where an Informal Resolution was attempted but failed, the Formal Grievance Process time frame will be extended by an amount of time equivalent to the time the parties were engaged in the Informal Resolution process.

Documentation of the Formal Grievance Process

The UTSW Division of Title IX will retain all of the documentation included in the Formal Grievance Process for seven years, in accordance with state and federal laws and UT Southwestern policy. All records are considered confidential to the extent permitted by law. Student records are subject to the Family Educational Rights and Privacy Act (FERPA). Disciplinary sanctions impacting a student's status (e.g., suspension, dismissal) will also be maintained by the Dean's Office of the applicable school and/or the Office of Enrollment Services. See EDU-201 Student Rights Under the Family Educational Rights and Privacy Act (FERPA). Employee records are subject to the Freedom of Information Act (FOIA) and the Texas Public Information Act (TPIA). Disciplinary sanctions against employees will also be included in the employee's official employment file maintained by the Office of Human Resources.

Training for Title IX-Related Personnel

All Title IX Coordinators, Deputy Coordinators, investigators, hearing officers, and appeal officials will receive training each academic year about Title IX Sexual Harassment, policy ETH-153, and other UT Southwestern policies related to sexual misconduct. All training materials used to train Title IX-related personnel will be made available on the UT Southwestern website: www.utsouthwestern.edu/about-us/title-ix/

Medical, Mental Health, and Counseling Services for Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Any victim who experiences domestic violence, dating violence, sexual assault, or stalking is encouraged to seek immediate medical care. It is important to preserve all physical evidence and to get a medical exam, regardless of whether the victim intends to report a crime, notify the police, or press criminal charges. Having a forensic exam will help preserve evidence in case the victim decides at a later date to file a police report.

Individuals who have experienced a sexual assault are encouraged to have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) as soon as possible but no later than four days

after the incident. With the victim's consent, evidence collected during a SAFE can be used in a criminal investigation; however, a victim can undergo a SAFE even without contacting or intending to contact law enforcement. To undergo a SAFE, the individual should go directly to the emergency department of the nearest hospital that provides SAFE services. There are three hospitals in the city of Dallas equipped to offer SAFE services:

- [Parkland Hospital](#)
- [Texas Health Presbyterian Hospital Dallas](#)
- [Methodist Health System](#)

The cost of the forensic portion of the SAFE is covered by the law enforcement agency investigating the assault or, in cases where a report is not made to police, the Texas Department of Public Safety. This does not include the cost of medical treatment that is not part of the SAFE.

An individual who has experienced a sexual assault but who does not plan to undergo a SAFE or report to police is strongly encouraged to seek medical attention and counseling. Counseling is available for students through the Student Wellness and Counseling Center (214-645-8680) and for residents and fellows through the Resident Wellness and Counseling Center (214-648-9969). Counseling is available to employees through the Employee Assistance Program (214-648-5330 or 1-800-386-9156). Victims are strongly encouraged to contact the Title IX Coordinator or Deputy Title IX Coordinator so that UT Southwestern can provide other Supportive Measures appropriate to the situation.

Additional notification to students and employees about existing counseling, health, advocacy, and other services available for victims, both within the University and in the community, is available in policy ETH-153 and in the Hotlines section of this report.

Policies

Campus Crime Reporting

UTSW PD - 418.00

UT Southwestern Medical Center is deeply concerned with the safety and security of its students, faculty, staff, and visitors. To this end, the UT Southwestern Police Department will comply with the Clery Act, which requires Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Act requires that colleges and universities publicize campus crime statistics and interim reports of serious crime incidents. These publicized statistics are meant to warn students, employees, and applicants of the occurrence of campus crime. Students and employees must be given statistics on murder, manslaughter, forcible sex offenses, non-forcible sex offenses, robbery, aggravated assault, burglary, vehicle theft, arson, certain hate crimes, dating violence, domestic violence, stalking, and certain arrests and referrals for disciplinary action. The Annual Security Report must describe how to report crimes and emergencies occurring on campus, as well as the method used to collect data. The purpose of this Act is to educate the campus community about security.

Unusual Occurrences, “All Hazards Plan”

UTSW PD-116.00

It is the responsibility of the UT Southwestern Police Department to provide effective response to unusual occurrences and critical incidents. Our plan is to limit the growth of the incident, ensure citizen and responder safety, and stabilize the scene. Our plan supplements the UTSW Institutional Emergency Management Plan.

Security-Sensitive Positions and Background Checks

EMP-152

UT Southwestern is committed to providing a safe and secure environment for its students, visitors, patients, faculty, and staff and for its physical resources. In an effort to maintain a safe environment and meet all federal and state regulatory requirements, UT Southwestern requires background checks on applicants under final consideration for positions designated as security-sensitive, certain volunteers, certain contractors and vendors, and current employees, consistent with applicable law and policy EMP-152.

Equal Opportunity

ETH-151

UT Southwestern is committed to providing equal opportunities to all members of the campus community and to maintaining an environment that is free from discrimination, harassment, and retaliation. In accordance with the Board of Regents' Rules and Regulations, UT System policy, and applicable federal and state law, no individual will be excluded from participation in, denied the benefits of, or be subjected to discrimination in UT Southwestern services, programs, and activities on the basis of race, color, national origin, religion, sex, age, disability, genetic information, protected veteran status, citizenship status, sexual orientation, gender identity, or gender expression.

Student Conduct and Discipline

EDU-151

All students are expected and required to obey federal, state, and local laws; to comply with the Regents' Rules and Regulations and all policies, procedures, rules, and regulations of The University of Texas System and UT Southwestern; to follow directives issued by an administrative official of the UT System or UT Southwestern in the course of his or her official duties; and to observe standards of conduct appropriate for an academic medical institution. Possible disciplinary sanctions for students who fail to adhere to this policy include:

1. Disciplinary probation;
2. Withholding of grades, official transcript, and/or degree;
3. Bar against readmission;
4. Restitution or reimbursement for damage to or misappropriation of UT Southwestern or UT System property;
5. Suspension of rights and privileges, including participation in extracurricular activities;
6. Failing grade or reduction of a grade for an examination, an assignment, or a course;
7. Denial of degree;
8. Suspension from UT Southwestern for a specified period of time or until the student meets specified conditions. Students who are currently enrolled will be administratively withdrawn from all courses, and tuition and fees previously paid will not be refunded;
9. Expulsion (permanent separation from UT Southwestern);
10. Revocation of degree and withdrawal of diploma;
11. Other sanctions as deemed appropriate under the circumstance.

The disciplinary process for violations of this policy will be conducted as set forth in EDU-151P-01 Procedures for Student Discipline. Per that disciplinary process, the hearing officer will issue a decision in writing and will deliver it to all parties within 10 business days of the hearing.

Drug-Free Campus

SEC-201

In compliance with the Drug-Free Schools and Communities Act, the Drug-Free Workplace Act, and UT System policies, UT Southwestern is committed to providing a drug-free campus, University community, and workplace. Policy SEC-201 Drug-Free Campus and its appendix are attached to this report.

Serving Alcohol on Campus

SEC-204

Rule 80102 of the Rules and Regulations of the Board of Regents of The University of Texas System generally prohibits the use of alcoholic beverages on property and in buildings owned or controlled by UT Southwestern. State law relating to alcoholic beverages will be enforced at all times.

As permitted under Rule 80102, alcoholic beverages may be served and consumed at the A.W. Harris Faculty and Alumni Center (Faculty Club), and the President has the authority to approve the service and consumption of alcoholic beverages at specific events sponsored by UT Southwestern. It is UT Southwestern policy that requests to serve alcohol at events in the Faculty Club or pre-approved locations, which include the 14th Floor of the T. Boone Pickens Biomedical Building (ND14), the North Campus Commons Area (NG3), the Dr. Donald Seldin Plaza, and Eugene McDermott Plaza, will be approved so long as all criteria for approving service of alcohol and all requirements regarding service of alcohol are otherwise met.

Tobacco-Free Environment

SEC-205

UT Southwestern has a responsibility for and is committed to maintaining a safe and healthy environment for our employees and customers. In keeping with this philosophy, UT Southwestern shall maintain a tobacco-free workplace free of all forms of tobacco products and smoking devices as defined in policy SEC-205.

It is UT Southwestern policy that smoking and/or using tobacco products is prohibited on all property that is owned, operated, leased, occupied, or controlled by the institution. "Property" for purposes of this policy includes buildings and structures, grounds, parking structures, enclosed bridges and walkways, sidewalks, parking lots, and UT Southwestern vehicles. There will be no designated smoking areas, since no level of tobacco use is considered to be safe. No tobacco products will be sold on the campus either by UT Southwestern or outside vendors.

It is the responsibility of each individual employee to ensure that a healthy environment is provided by example and deed. Employee cooperation and support of this policy are essential to its success. Employees are to report events of tobacco use to supervisory staff or security. To enforce our tobacco-free environment, employees found using tobacco products or smoking devices anywhere on UT Southwestern property will be subject to disciplinary action, up to and including termination of employment.

UT Southwestern encourages students, faculty, and staff to use available tobacco cessation resources listed on the UT Southwestern [Benefits and Wellness](#) website.

Violence on Campus

SEC-156

Campus Violence Prohibited

UT Southwestern does not tolerate campus violence, threats of violence, or intimidation. Conduct that may threaten the safety or well-being of individuals affiliated with UT Southwestern or the safety and security of UT Southwestern premises is prohibited. It is the policy of UT Southwestern to maintain a safe and secure campus; to educate employees, students, and trainees about violence awareness and prevention; and to provide support and resources to employees, students, and trainees who have been affected by violence, threats of violence, or intimidation.

Any individual who suspects, witnesses, or experiences campus violence, threats of violence, or intimidation is strongly encouraged to report the incident in accordance with the procedures outlined below. Every supervisor, administrator, and UT Southwestern official is responsible for promptly reporting incidents or threats of campus violence or intimidation that come to their attention. Any individual who engages in campus violence, threats of violence, or intimidation prohibited by this policy will be subject to disciplinary action, up to and including dismissal or non-renewal of appointment.

Examples of prohibited campus violence include but are not limited to:

- Intentionally striking, attempting to strike, or threatening to strike another individual, e.g., hitting, punching, slapping, kicking, elbowing, pushing, or shoving.
- Intentionally causing, attempting to cause, or threatening to cause physical harm or injury to another individual or the individual's family, friends, or co-workers.
- Intentionally causing, attempting to cause, or threatening to cause damage to UT Southwestern premises or property, or the property of another individual.
- Harassment as defined by Texas Penal Code 42.07.
- Committing, attempting to commit, or threatening to commit any sexual assault, domestic violence, dating violence, or stalking as those terms are defined for purposes of the Clery Act. See also [ETH-154 Sexual Harassment and Sexual Misconduct](#) and [ETH-153 Title IX Sexual Harassment: Formal Grievance Policy](#).
- Unlawfully using or attempting to use a weapon or other dangerous device to cause harm to or threaten any individual or to cause or threaten property damage. See also [SEC-155 Weapons on Campus](#).
- Intimidating, coercing, or attempting to intimidate or coerce another individual to engage in any act of campus violence prohibited by this policy.

Retaliation Prohibited

Retaliation is strictly prohibited. Any person who retaliates in any way against an individual who made a good faith report of campus violence under this policy or who utilized any of the UT Southwestern resources outlined herein for those affected by violence may be subject to disciplinary action, up to and including dismissal or non-renewal of appointment. An individual who believes that he or she has been subjected to

retaliation in violation of this policy should submit a written complaint, setting out the details of the conduct that is the subject of the complaint, to the Office of Institutional Compliance & Audit Services.

Making a False Report or Providing False Information Prohibited

Any person who knowingly and intentionally makes a false report or provides false information regarding an incident of campus violence may be subject to disciplinary action, up to and including dismissal or non-renewal of appointment.

Weapons on Campus

SEC-155

It is UT Southwestern policy to follow all federal and state laws that pertain to weapons – including but not limited to handguns – on its campus, while striving to provide a campus environment in which students, post-graduate trainees, staff, faculty, vendors, patients, and visitors can focus on their studies, research, work, and receipt of medical care without fear or concern for their safety.

The possession of a weapon by an individual anywhere on property owned or controlled by UT Southwestern is strictly prohibited – unless it is a concealed handgun carried by an individual holding a valid license to carry a handgun (LTC) in ways that are consistent with state and federal law, as well as with policy SEC-155. UT Southwestern property includes streets, sidewalks or walkways, parking lots, parking garages, off-campus leased facilities, and any facility over which UT Southwestern has control. It also includes UT Southwestern owned or leased vehicles.

The carrying of a firearm **openly** on UT Southwestern property is strictly prohibited.

The UT Southwestern Police Department

SEC-101

It is UT Southwestern policy that the UT Southwestern Police Department is charged with the responsibility of proactively protecting the people, resources, and infrastructure comprising UT Southwestern. Policy SEC-101 describes the purview and responsibilities of the UT Southwestern Police Department so that all members of the UT Southwestern community are informed about the role and operations of the UT Southwestern Police Department.

The UT Southwestern Police Department is composed of duly commissioned peace officers (as authorized by Article 51.203 of the Texas Education Code), noncommissioned officers, and civilian personnel. Operating 24 hours a day, seven days a week, the UT Southwestern Police Department provides protection and security services to the UT Southwestern community. This is achieved by developing proactive measures to ensure the safety and security of the campus, providing education and training related to personal safety and crime prevention, and establishing trust with the community through intentional community outreach efforts.

The primary jurisdiction of commissioned peace officers employed by the UT Southwestern Police Department, as defined by Texas Education Code Section 51.203, and subject to the principal focus as identified by the Chief of Police of the UT Southwestern Police Department, includes all counties in which

property is owned, leased, rented, or otherwise under the control of The University of Texas System. All criminal offenses and traffic violations that occur on the UT Southwestern campus are to be reported to the UT Southwestern Police Department.

UT Southwestern incorporates the UT System Police Code of Conduct, the UT Southwestern Police Department policies and procedures, and the Office of the Director of Police Policies and Procedures in the *Handbook of Institutional Policies and Operating Procedures* as part of its policies.

Reporting of Campus Security Policies and Crime Statistics

SEC-154

It is UT Southwestern policy to ensure a safe work and study environment. To keep the campus community informed of current and emerging issues that impact campus security, the UT Southwestern Police Department maintains daily incident logs, provides timely notifications of conditions or events that may impact the safety and well-being of the campus community, and publishes annual reports on the security of the campus.

In compliance with the Clery Act, 20 U.S.C. § 1092(f), as amended, the UT Southwestern Police Department compiles and publishes the Annual Security Report (ASR), which contains statistics on crimes that occurred on campus, in certain non-campus locations, and on certain public property. The ASR contains but is not limited to the following information:

- statistics of campus crimes, as defined by the Act, that occurred in the three previous calendar years;
- applicable policies and procedures regarding:
 - Campus security
 - Accurate and prompt reporting of crimes
 - Timely Warnings
 - Emergency notifications
 - Emergency response
 - Emergency system testing
 - Missing students
 - Sex-related offenses
- programs to prevent dating violence, domestic violence, sexual assault, and stalking; and the procedures UT Southwestern will follow when such crimes are reported (see ETH-153);
- Fire Safety Report;
- drug-free workplace and campus notification and resources (see SEC-201).

Campus Security Authorities (CSAs)

UT Southwestern will appoint designated individuals as Campus Security Authorities, who are required to report all crimes reportable under the Clery Act to University Police as soon as possible. Individuals who are identified as a Campus Security Authority will be notified annually and assigned mandatory training.

Daily Crime Log

The UT Southwestern Police Department maintains a Daily Crime Log that records crimes or related events reported to the UT Southwestern Police Department that occur on campus, in non-campus locations, and on public property. The Daily Crime Log is available for review 24 hours a day at the Police Communications Center.

Badge and Identification Requirements

SEC-153

In order to protect the safety and welfare of students, employees, patients, and participants in the programs and services at UT Southwestern and to maintain campus security, it is UT Southwestern policy that all individuals on UT Southwestern premises must identify themselves in response to a request by an authorized representative by stating truthfully:

1. Name and complete address substantiated by a current driver's license, UT Southwestern identification badge, or other official documentation; and
2. Institutional affiliation or other legitimate business on the premises of UT Southwestern (e.g., employee, student, patient, visitor).

Individuals who refuse to identify themselves or who have no legitimate business may be denied entry to or removed from UT Southwestern premises. Individuals who refuse to identify themselves may be subject to disciplinary action, up to and including dismissal or non-renewal of appointment, as well as possible criminal or civil penalties.

UT Southwestern Identification Badges

All employees, individuals holding a faculty appointment, students, and trainees are issued an identification badge by UT Southwestern. Identification badges may also be provided to visitors, volunteers, observers, contractors, vendors, and temporary employees, as appropriate. It is UT Southwestern policy that all individuals holding a UT Southwestern identification badge must wear the badge in a readily visible location at all times while on UT Southwestern premises.

UT Southwestern identification badges are the property of UT Southwestern, not the badge holder, and UT Southwestern reserves the right to determine what information is displayed on the badge. Identification badges include a color photograph of the individual and his or her name as indicated in the applicable information system or on a government-issued photo identification. Identification badges may also display an individual's credentials (e.g., licensure, certification, or degree held) if appropriate for the individual's role and status at UT Southwestern. Credentials that may misrepresent the nature of the individual's role at UT Southwestern will not be displayed on the identification badge.

UT Southwestern identification badges are part of the institution's total security management system and are also used for timekeeping and for access to facilities and medications. See [FSS-312 Campus Facilities Access and Key Control](#) for information on badge function, issuance, and replacement.

Clery Act Crimes Reported

Criminal Offenses

Murder and Non-Negligent Manslaughter – the willful (non-negligent) killing of one human being by another.

Negligent Manslaughter – the killing of another person through gross negligence.

Aggravated Assault – an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded.

Arson – any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. Note that only fires determined through investigation to have been willfully or maliciously set are classified as arsons. Arson therefore must be investigated before it can be disclosed. If other Clery Act offenses were committed during the arson incident, the most serious offense is counted in addition to the arson.

Burglary – the unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

Robbery – the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Motor Vehicle Theft – the theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on the land surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

Sex Offenses

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.

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 his/her age and/or because of his/her temporary or permanent mental incapacity.

Incest – non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape – non-forcible sexual intercourse with a person who is under the statutory age of consent.

Hate Crimes

The Clery Act requires institutions to collect crime statistics for hate crimes associated with either the commission of a primary crime or the lesser offenses of larceny-theft, simple assault, intimidation, destruction of or vandalism of a building or property. A hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Under the Clery Act, hate crimes include any of the following offenses motivated by bias:

- Murder and Non-negligent Manslaughter
- Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property are included in the Clery Act statistics only if they are hate crimes.

Larceny-Theft – the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Simple Assault – an unlawful physical attack by one person on another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation – to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or conduct, but without displaying a weapon or subjecting the victim to actual attack. Includes cyber-intimidation if the victim is threatened on Clery geography.

Destruction, Damage, or Vandalism of Property – to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of the property.

VAWA Offenses

Definitions Prior to October 1, 2022

Domestic Violence – a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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. The existence of such a relationship shall be determined based on the reporting party’s statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking – engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person’s safety or the safety of others; or (2) suffer substantial emotional distress.

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.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Arrests and Referrals for Disciplinary Action is a Clery Act requirement that institutions collect statistics for violations of state law and/or ordinances for drug, alcohol, and weapons violations.

Definitions as of October 1, 2022

Domestic Violence – a felony or misdemeanor crime 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:

- a. is a current or former spouse or intimate partner of the victim, or a person similarly situated to a spouse of the victim;
- b. shares a child in common with the victim;
- c. is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; or
- d. commits acts against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the state of Texas.

Economic abuse 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 coercion, fraud, or manipulation to:

- a. restrict a person's access to money, assets, credit, or financial information;
- b. unfairly use a person's personal economic resources, including money, assets, and credit, for one's own advantage; or
- c. exert undue influence over a person's financial and economic behavior or decisions, including forcing default on joint or other financial obligations.

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, camera and imaging programs, apps, location-tracking devices, communication technologies, or any other emerging technologies.

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. The existence of such a relationship shall be determined based on the reporting party's statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking – engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress.

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.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Arrests and Disciplinary Actions

Liquor Law Violations – the violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Weapons Possession – the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapon offenses that are regulatory in nature.

Drug Abuse Violations – the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their production and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, benzedrine).

Higher Education Opportunity Act

Campus Fire Safety Annual Report

Overview

The Higher Education Opportunity Act ([Public Law 110-315](#)) became law in August 2008. The Act requires United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and fire-related statistics for on-campus housing. The following report details all information required by this law as it relates to UT Southwestern Medical Center.

Fire safety at the University is the responsibility of UT Southwestern’s Office of Safety and Business Continuity. All policies and procedures are promulgated by the Office of Safety and Business Continuity in accordance with the Texas State Fire Marshal’s Office and the National Fire Protection Association codes and standards.

Description of Each On-Campus Student Housing Facility Fire Safety System

Southwestern Medical Park Apartments includes 11 three-story apartment buildings with a total of 282 apartment units and a leasing office. Each building is protected by an automatic fire alarm system which includes smoke detection and manual pull stations and has off-premise monitoring 24 hours a day, seven days a week. The apartment buildings are also protected by automatic fire sprinkler systems, which are interconnected to the fire alarm system to send an alarm when activated. Fire extinguishers are provided in the breezeways of each building and in common areas of the leasing office.

Residence Hall Fire Drills

In accordance with the definitions of the National Fire Protection Association Life Safety Code (NFPA 101), the Southwestern Medical Park Apartments are occupied as apartment buildings, not dormitories. In accordance with the code, fire drills are not required for these residences.

Policy or Rules on Portable Electrical Appliances, Smoking, and Open Flame in Student Housing Facilities

All of the tenants are given a copy of the Handbook for Residents of Southwestern Medical Park Apartments. This document contains the rules and regulations related to leasing an apartment and each tenant is required to sign an acknowledgment sheet confirming that they have received a copy. This handbook also contains fire prevention regulations, tips, and procedures, including what to do in the event of a fire. Below is policy information specifically related to portable electrical appliances, smoking, and open flames on the property.

Portable Electrical Appliances, i.e. Space Heaters – space heaters shall be a maximum of 1500 watt, listed by Underwriters Laboratories (UL), have a tip-over switch, and be plugged directly into a wall outlet. Combustible materials shall not be stored on top of space heaters or located within three feet of the space heater, even when they are not in use.

Smoking – Per UT Southwestern Policy SEC-205, smoking and/or the use of tobacco products is prohibited on all property that is owned, operated, leased, occupied, or controlled by the institution. “Property” for purposes of this policy includes buildings and structures, grounds, parking structures, enclosed bridges and walkways, sidewalks, parking lots, and UT Southwestern vehicles. This includes breezeways, stairwells, and green spaces.

Open Flame – the use of candles, oil lamps, incense, or halogen “torchiere” lamps are prohibited in the buildings. In the event of a power outage, flashlights or other battery-operated lights should be used. BBQ grills, food smokers, or any open-flame device of any type are strictly prohibited within the apartment unit, balcony, patios, or within 25 feet of any building.

Southwestern Medical Park Apartments Instructions on Evacuation in Case of a Fire Alarm or Fire

If there is a fire alarm or fire in your apartment:

Evacuate the apartment immediately and close the door behind you! Use the back of your hand on any closed door prior to opening it. If the door is HOT, find another way out.

Upon exiting the apartment, activate the RED FIRE ALARM PULL STATION at the end of each breezeway on your way out of the building. The pull station will activate the fire alarm, alerting all of the occupants in the building. Dial 214-648-8911 (campus emergency phone number) and report the location of the fire immediately. Once outside of the building, report to the clubhouse and check in with the office personnel.

In the event that the office is closed, if safe, stay in front of the office until management arrives. For accountability purposes, you will need to report to management.

If you are unable to exit your apartment, REMAIN CALM. Dial 214-648-8911 and provide your location to the dispatcher. If there is smoke in your apartment, remember to STAY LOW AND CRAWL to the exit door. Place wet clothing or a towel underneath the door to slow smoke movement into the room. If your clothes catch fire, STOP, DROP, AND ROLL while covering your face.

Fire Safety Education and Training

The fire safety information included in this report is also provided in the Handbook for Residents of Southwestern Medical Park Apartments. Fire safety training is received as part of a person’s orientation at UT Southwestern Medical Center and includes fire prevention information and the proper use of a fire extinguisher.

Reporting a Fire

Students reporting any fire should contact UT Southwestern Police Communication Center at **214-648-8911**. The UT Southwestern Police Department will inform the Office of Safety and Business Continuity of any fires.

The responsible party for all fire reports is:

Matthew Schumacher

Director, Fire and Occupational Safety

Office of Safety and Business Continuity (OSBC)

(214) 648-2250

Improvements in Fire Safety

The project to add additional fire alarm notification devices in the leasing office is completed, tested, and approved for use.

Fire Safety Statistics 2020-2022

Location	Cause of Fire	Total # of Fires at This Location	# of Related Injuries that Required Treatment	# of Related Deaths	Value of Property Damage
2020					
6401 Maple Ave. Apt. 6106	Unattended Cooking	1	0	0	\$500
2021					
None	None	0	0	0	0
2022					
None	None	0	0	0	0

Higher Education Opportunity Act Annual Fire Safety Report

The U.S. Department of Education requires compliance with the Higher Education Act of 1965 as a means of keeping the public aware of safety and security concerns related to on-campus student housing. The UT Southwestern Police Department issues a combined Security and Fire Safety Report.

The Office of Safety and Business Continuity Fire Safety Program is responsible for providing information and statistics that satisfy the requirements of the fire safety information portion of the report. Fire safety information in the report is limited to the UT Southwestern Medical Park Apartments as specified by the Higher Education Opportunity Act.

Fires occurring at on-campus student housing facilities must be documented in a fire log that includes the nature, date, time, and general location of each fire. This document is maintained by the UT Southwestern Police Department.

When a fire occurs, the fire log is maintained as follows:

- All fires at Southwestern Medical Park Apartments are immediately reported to UT Southwestern Police Dispatch.
- The UT Southwestern Police Department will promptly notify Office of Safety and Business Continuity to respond and investigate the incident.
- The date, time, and location of each incident are reported and a case number is automatically assigned by the UT Southwestern Police Department.
- The Office of Safety and Business Continuity will determine the cause of the fire and report it to the UT Southwestern Police Department before the scene is cleared.
- The UT Southwestern Police Department will update the fire log within 24 hours of the incident.

Subsequent incident information, such as fire incident response and fire cause and origin reports, may be obtained through the UT Southwestern Medical Center Office of Safety and Business Continuity Fire Safety Program.

Title IX

UT Southwestern Medical Center is committed to maintaining a safe, professional work and learning environment for all employees, students, and residents. The Division of Title IX supports the University's vision by holding each student and employee to our standards of conduct while proactively providing training and resources designed to create and foster a campus environment free from all forms of sex discrimination.

Title IX of the Education Amendments of 1972 protects people from sex discrimination, including sexual misconduct, harassment, and violence in educational programs and activities at institutions that receive federal funding.

University policy protects against all forms of sex-based discrimination and sexual misconduct, including sexual harassment, sexual violence, sexual assault, stalking, domestic violence, and/or dating violence. These nondiscrimination protections include protection against discrimination on the basis of sexual orientation, gender expression, and gender identity. Retaliation against any individual who submits a report, files a complaint, or otherwise participates in the investigation or disciplinary process under the policy is prohibited.

Please see [FAQ](#), [Policies](#), and [Training](#) to learn more.

Reporting to UT Southwestern

UT Southwestern strongly encourages the prompt reporting of incidents of sex discrimination (including discrimination on the basis of gender identity, gender expression, and sexual orientation), sexual harassment, sexual assault, sexual misconduct, dating/domestic violence, and stalking. All UT Southwestern employees MUST report all information known about incidents of sexual assault, sexual harassment, dating violence, stalking, or other sexual misconduct committed by or against a UTSW student, resident, or employee to a [Title IX Coordinator](#). Confidential Employees must report only the type of incident to a Title IX Coordinator. Knowingly failing to promptly report an incident as required could lead to termination of employment and possible criminal charges under state law. If you have questions about your reporting obligations, please contact a Title IX Coordinator

How to report an incident or Title IX concern:

- Contact the UT Southwestern [Title IX Coordinator](#),
- Contact the [Office for Access & Title IX](#)
- Report the concern to the Compliance Hotline at 877-507-7319. The Compliance Hotline is a confidential third-party reporting service that is available 24 hours a day, seven days a week, 365 days a year. Calls can be made anonymously, or individuals may leave their name. Reports to the Hotline are forwarded to UT Southwestern to be promptly evaluated. Employees who choose to report anonymously via this method must retain a record of the report number demonstrating the employee made the report as required by state law.
- Report the concern [online](#).

The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of [campus and community resources](#). These professionals can provide information and assistance regardless of when or where the incident occurred.

Reporting to Law Enforcement

The University also encourages complainants to pursue criminal action for incidents that may also be crimes under state criminal law, including sexual violence, relationship violence, assault, or stalking. The University will assist a complainant, at the complainant's request, in contacting local law enforcement and will cooperate with local or campus law enforcement agencies if a complainant decides to pursue the criminal process.

Emergency On-Campus

911

Emergency – Off-Campus or Mobile Callers

214-648-8911

Non-Emergency

214-648-8311

Commitment to Privacy and Confidentiality

All Title IX concerns are treated as confidential, and Title IX Coordinators will only share information with authorized individuals as necessary. All UT Southwestern employees must report any incidents of sexual harassment, sexual violence, domestic/dating violence, stalking, or other sexual misconduct committed by or against a student, resident, or employee. This reporting requirement does NOT apply to Confidential Employees, including counselors in Student Wellness and Counseling, the Resident Wellness and Counseling Center, the Employee Assistance Program, members of the Student Assistance Committee, providers in Student Health Services, or members of the clergy. This reporting requirement also does not apply to police officers when a victim uses a pseudonym form under the Code of Criminal Procedure for incidents of sexual assault, stalking, family violence, and human trafficking. Employees who learn about incidents under other confidential circumstances (such as attorneys or treating health care providers) are also exempt from the reporting requirement. Confidential Employees are only required to report the type of incident and may not include any information that would violate an individual's privacy.

Title IX Coordinator

[Charles Ginsburg, M.D.](#)

Marilyn R. Corrigan Distinguished Chair in Pediatric Research

Vice Provost and Senior Associate Dean for Education

Professor of Pediatrics

UT Southwestern Medical School

Phone: 214-648-8597

Charles.Ginsburg@utsouthwestern.edu

Deputy Title IX Coordinator

Travis Gill, J.D.

Assistant Vice President

Office for Institutional Access & Title IX

Phone: 214-648-9843

Travis.Gill@utsouthwestern.edu

Victim Services

Victims of crime are guaranteed certain rights and participation in the criminal justice system under Texas law. These rights are discussed within the Texas Constitution Article. 1, § 30, and the Texas Code of Criminal Procedure articles 56A.01 – 56A.054.

In order to exercise your rights as a crime victim, it is necessary to contact crime victim service providers to discuss and request, if applicable, your rights and available services. Your local district or county attorney's office, law enforcement agency, or supervising agency (probation or prison) have crime victim service providers and staff available to assist you.

If you have any questions regarding these rights and how to exercise them, please contact the Texas Department of Criminal Justice Victim Services Division at **(800) 848-4284** or victim.svc@tdcj.texas.gov

SEC-201 DRUG-FREE CAMPUS

CHAPTER 4: CAMPUS SECURITY AND PREPAREDNESS

CONTENTS

Policy Rationale and Text
Scope
Definitions
Related Statutes
Appendix
Contacts/For Further Information
Policy History

ADMINISTRATIVE INFORMATION

Responsible Office: the UT Southwestern Police Department

Executive Sponsor: Executive Vice President for Business Affairs

Effective Date: 01/31/1998

Last Reviewed: 07/06/2020

Next Scheduled Review: 07/06/2025

Contact: policyoffice@utsouthwestern.edu

POLICY RATIONALE AND TEXT

In compliance with the Drug-Free Schools and Communities Act, the Drug-Free Workplace Act, and UT System policies, it is UT Southwestern policy to provide a drug-free campus, University community, and workplace.

Standards of Conduct

Possession and Use of Controlled Substances

UT Southwestern prohibits the unlawful purchase, manufacture, distribution, possession, sale, storage, dispensation, or use of a Controlled Substance while in or on premises or property owned or controlled by UT Southwestern, in vehicles used for UT Southwestern business, or while participating in UT Southwestern-related activities. This prohibition includes the distribution of a drug or Controlled Substance obtained pursuant to a prescription, except by a duly licensed and certified person. Controlled Substances may be used as prescribed for an individual by a duly certified medical practitioner or used for research in accordance with [RES-205 Controlled Substances for Non-Human Research](#).

Possession and Use of Alcohol

UT Southwestern prohibits the unauthorized and illegal use or possession of alcohol while in or on premises or property owned or controlled by UT Southwestern, in vehicles used for UT Southwestern business, or while participating in UT Southwestern-related activities. Alcoholic beverages are allowed on UT Southwestern premises or property only with prior written approval of the President for specific events or as permitted in the A.W. Harris Faculty-Alumni Center, in accordance with [SEC-204 Serving Alcohol on Campus](#). However, the

use of alcohol in or on premises or property owned or controlled by UT Southwestern or at UT Southwestern-related activities in any manner that adversely affects job performance or the safety of any other person is prohibited.

Reporting Requirement

An employee, resident, or fellow who is found guilty (including a plea of “no contest”) or has a sentence, fine, or other penalty imposed by a court of competent jurisdiction under a criminal statute for an offense involving a Controlled Substance that occurred in or on premises or property owned or controlled by UT Southwestern, in vehicles used for UT Southwestern business, or while participating in UT Southwestern-related activities shall report such action to UT Southwestern in writing within five (5) business days. Employees must report to the Assistant Vice President for Employee Relations. Residents and fellows must report to the Office of Graduate Medical Education. Failure to timely report in the manner required by this policy could result in disciplinary action.

Violations

UT Southwestern will impose sanctions on individuals who violate the Standards of Conduct in this policy in accordance with the UT Southwestern disciplinary policy and procedure applicable to the individual (e.g., student, resident, employee), up to and including expulsion, dismissal, or non-renewal of appointment.

In addition to the above-mentioned sanctions, any person who violates the Standards of Conduct in this policy can be referred for arrest and prosecution under appropriate State or Federal criminal laws.

Resources, Assistance, and Education

UT Southwestern recognizes drug, alcohol, and chemical abuse as treatable conditions that affect the lives and productivity of many individuals and offers the following education and resources for individuals in need of information and assistance:

- Each year, the UT Southwestern Police Department will distribute to all employees and students a copy of this policy and Appendix A, which includes a description of sanctions under State and Federal law for drug- and alcohol-related offenses, a description of the UT Southwestern penalties for violating the Standards of Conduct in this policy, and a description of the health risks of drug and alcohol abuse.
- Employees in need of assistance with drug or alcohol abuse, dependence, or other related problems may contact Employee Assistance Program (EAP) for confidential counseling at 214-648-5330 or eap@utsouthwestern.edu.
- Students in need of assistance with drug or alcohol abuse, dependence, or other related problems may contact the Student Assistance Committee (214-648-5594), Student Health Services (214-645-8690), or Student Wellness and Counseling (214-645-8680) for confidential counseling. (See [EDU-117 Fitness for Participation in UT Southwestern Activities](#).)
- Residents or fellows in need of assistance with drug or alcohol abuse, dependence, or other related problems are encouraged to voluntarily self-report to their program director, to seek guidance from the UT Southwestern Resident Wellness and Counseling Center, or to seek treatment from the EAP or from another appropriate medical professional.
(See [Graduate Medical Education Policies and Procedures, Impaired Resident Physicians](#).)

Biennial Review

The Office of Business Affairs will review UT Southwestern's drug and alcohol abuse program every two years in accordance with applicable laws and regulations.

SCOPE

This policy applies to all UT Southwestern students including postdoctoral scholars appointed to academic training positions; to all employees, including faculty and staff members, clinical residents, and fellows; and to volunteers, vendors, contractors, and other individuals involved in UT Southwestern-related activities.

DEFINITIONS

Controlled substance – a controlled substance included in schedules I through V of the Drug Abuse Prevention and Control Act, 21 U.S.C. § 812.

Prescribed drug – any substance prescribed specifically for an individual by a licensed medical practitioner or used in an Institutional Review Board-approved protocol for human subjects research.

UT Southwestern-related activities – work, educational, research, training, or clinical activities or events sponsored or supported by UT Southwestern, regardless of whether the activities or events take place in or on premises or property owned or controlled by UT Southwestern.

RELATED STATUTES, POLICIES, OR STANDARDS

The Drug-Free Workplace Act of 1988 (41 U.S.C. §§ 8101-8106)

The Drug-Free Work Force Regulations for Department of Defense (DOD) Contractors (48 C.F.R. §§ 252.223-7004)

The Drug-Free Schools and Communities Act of 1989 and Regulations (20 U.S.C. § 1011i; 34 C.F.R. Part 86)

[UT System Policy UTS 102 Drugs and Alcohol Policy](#)

[UT System Policy UTS 164 Drug-Free University Community and Workplace Policy](#)

[EDU-117 Fitness for Participation in UT Southwestern Activities](#)

[EDU-118 Drug Testing Requirement](#)

[EDU-151 Student Conduct and Discipline](#)

[EDU-151P-01 Procedures for Student Discipline](#)

[EMP-152 Security-Sensitive Positions and Background Checks](#)

[EMP-160 Drug Testing Requirement](#)

[EMP-255 Fitness for Duty](#)

[EMP-255P-01 Determining Fitness for Duty](#)

[EMP-351 Discipline and Dismissal of Classified Employees](#)

[FAC-157 Faculty Fitness for Duty](#)

[RES-205 Controlled Substances for Non-Human Research](#)

[SEC-204 Serving Alcohol on Campus](#)

[AMB 6.15 Controlled Substances](#)

[UHMM 06 Controlled Substance – Hospital Policy](#)

Graduate Medical Education Policies and Procedures, Academic Improvement and Corrective Action

APPENDIX

[SEC-201A Appendix A - Information for Students and Employees Regarding Illicit Drugs and Alcohol Abuse](#)

CONTACTS/FOR FURTHER INFORMATION

Office of Human Resources 214-648-0821

Employee Assistance Program 214-648-5330

UT Southwestern Police Department 214-648-8311

Student Health Services 214-645-8690

Student Counseling and Wellness 214-645-8680

Resident Wellness and Counseling Center 214-648-9969

Student Assistance Committee 214-648-5594

POLICY HISTORY

July 6, 2020: Completed scheduled review; updated policy as necessary.

July 7, 2015: Completed scheduled review; renamed to SEC-201 Drug-Free Campus.

May 14, 2015: Transferred HR Policy Memorandum 9.0404 Possession or Use of Illegal Drugs to online *Handbook* as SEC-201 Alcohol, Drug, and Chemical Abuse; superseded 2.8.

September 1, 1998: Posted HR Policy Memorandum 9.0404 Possession or Use of Illegal Drugs.

January 1998: Published as 2.8 Alcohol, Drug, and Chemical Abuse.

HANDBOOK OF INSTITUTIONAL POLICIES AND OPERATING PROCEDURES

SEC-201 DRUG-FREE CAMPUS

Appendix A: Information for Students and Employees Regarding Illicit Drugs and Alcohol Abuse

Health Risks of Alcohol and Drugs

Alcohol. Health hazards associated with the excessive use of alcohol or with alcohol dependency include dramatic behavioral changes, retardation of motor skills, and impairment of reasoning and rational thinking. These factors result in a higher incidence of accidents and accidental death for such persons than for non-users of alcohol. Nutrition also suffers and vitamin and mineral deficiencies are frequent. Prolonged alcohol abuse causes bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis, impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries, and muscles. Damage to the nerves and organs is usually irreversible. Cancer is the second leading cause of death in alcoholics and is 10 times more frequent than in non-alcoholics. Sudden withdrawal of alcohol from persons dependent on it will cause serious physical withdrawal symptoms. Drinking during pregnancy can cause fetal alcohol syndrome. Overdoses of alcohol can result in respiratory arrest and death.

Drugs. The use of illicit drugs usually causes the same general type of physiological and mental changes as alcohol, though frequently those changes are more severe and more sudden. Death or coma resulting from overdose of drugs is more frequent than from alcohol.

Cocaine. Cocaine is a stimulant that is most commonly inhaled as a powder. It can be dissolved in water and used intravenously. The cocaine extract (crack) is smoked. Users can progress from infrequent use to dependence within a few weeks or months. Psychological and behavioral changes resulting from use include overstimulation, hallucinations, irritability, sexual dysfunction, psychotic behavior, social isolation, and memory problems. An overdose produces convulsions and delirium and may result in death from cardiac arrest. Discontinuing the use of cocaine requires considerable assistance, close supervision, and treatment.

Amphetamines. Patterns of use and effects are similar to cocaine. Severe intoxication may produce confusion, rambling or incoherent speech, anxiety, psychotic behavior, ringing in the ears, hallucinations, and irreversible brain damage. Intense fatigue and depression resulting from use can lead to severe depression. Large doses may result in convulsions and death from cardiac or respiratory arrest.

MDA and MDMA (XTC, ecstasy). These amphetamine-based hallucinogens are sold in powder, tablet, or capsule form and can be inhaled, injected, or swallowed. They cause similar, but usually milder, hallucinogenic effects than those of LSD. Because they are amphetamines, tolerance can develop quickly and overdose can happen. Exhaustion and possible liver damage can occur with heavy use. In high doses, these drugs can cause anxiety, paranoia, and delusions. While rare, these drugs have been associated with deaths in users with known or previously undiagnosed heart conditions.

Rohypnol (rophies, roofies, rope). This drug is in the same category of drugs as Valium, a benzodiazepine, but it is more potent than Valium. Initially, it causes a sense of relaxation and reduction of anxiety; at higher

doses, light-headedness, dizziness, lack of coordination, and slurred speech occur. The drug affects memory and, in higher doses or if mixed with other drugs or alcohol, can result in amnesia for the time period the user is under the influence. Because of this amnesia effect, Rohypnol has been given intentionally to others to facilitate sexual assault and other crimes. Combining this drug with other sedating drugs, including alcohol, will increase the intensity of all effects of the drug and, in sufficient doses, can cause respiratory arrest and death. Dependency can occur.

Heroin and other opiates. These drugs are usually taken intravenously. “Designer” drugs similar to opiates include fentanyl, Demerol, and “China white.” Addiction and dependence develop rapidly. Use is characterized by impaired judgment, slurred speech, and drowsiness. Overdose is manifested by coma, shock, and depressed respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea and vomiting, and muscle and joint pains.

Hallucinogens or psychedelics. These include LSD, mescaline, peyote, and phencyclidine (PCP or “angel dust”). Use impairs and distorts one’s perceptions of surroundings, causes bizarre mood changes, and results in visual hallucinations involving geometric forms, colors, and persons or objects. Users who discontinue use experience “flashback” consisting of distortions of virtually any sensation. Withdrawal may require psychiatric treatment for the accompanying persistent psychotic states.

Solvent inhalants, e.g., glue, lacquers, plastic cement. Fumes from these substances cause problems similar to alcohol. Incidents of hallucinations and permanent brain damage are more frequent with chronic use.

Marijuana (cannabis). Marijuana is usually ingested by smoking. Smoking marijuana causes disconnected ideas, alteration of depth perception and sense of time, impaired judgment, and impaired coordination. Prolonged use can lead to psychological dependence.

Damage from intravenous drug use. In addition to the adverse effects associated with the use of a specific drug, intravenous drug users who use unsterilized needles or who share needles with other drug users can contract or develop HIV, hepatitis, tetanus (lockjaw), and infections in the heart. Permanent damage may also result.

UT Southwestern Penalties

Students. UT Southwestern will impose a minimum sanction of suspension for a specified period of time or suspension of rights and privileges, or both, on any student found responsible for the illegal use, possession, or distribution of a Controlled Substance (as defined in [SEC-201 Drug-Free Campus](#)) while in or on premises or property owned or controlled by UT Southwestern, in vehicles used for UT Southwestern business, or while participating in UT Southwestern-related activities. Other sanctions that UT Southwestern may impose on students found responsible for the illegal use, possession, or distribution of a Controlled Substance or alcohol while in or on premises or property owned or controlled by UT Southwestern, in vehicles used for UT Southwestern business, or while participating in UT Southwestern-related activities include disciplinary probation, restitution or reimbursement for damage to or misappropriation of property, expulsion, or such other sanction as deemed appropriate under the circumstances.

Employees, Residents, and Fellows. The illegal use, possession, or distribution of a Controlled Substance or alcohol will result in a penalty of disciplinary probation, demotion, suspension without pay, or dismissal or non-renewal of appointment, depending on the circumstances.

Penalties Under State and Federal Law

PENALTIES UNDER TEXAS LAW

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture or delivery of controlled substances (drugs)	Confinement in jail for a term of not more than 2 years or less than 180 days, and a fine not to exceed \$10,000	Imprisonment for life or for a term of not more than 99 years nor less than 15 years, and a fine not to exceed \$250,000
Possession of controlled substances (drugs)	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$2,000, or both	Imprisonment for life or for a term of not more than 99 years nor less than 10 years, and a fine not to exceed \$250,000
Delivery of marijuana	Confinement in jail for a term not more than 180 days, a fine not to exceed \$2,000, or both	Imprisonment for life or for a term of not more than 99 years nor less than 10 years, and a fine not to exceed \$100,000
Possession of marijuana	Confinement in jail for a term not more than 180 days, a fine not to exceed \$2,000, or both	Imprisonment for life or for a term of not more than 99 years nor less than 5 years, and a fine not to exceed \$50,000
Driving while intoxicated (includes intoxication from alcohol, drugs, or both)	Confinement in jail for a term of not more than 180 days nor less than 72 hours, and a fine of not more than \$2,000	Imprisonment for a term of not more than 10 years nor less than 2 years, and a fine not to exceed \$10,000
Public intoxication	A fine not to exceed \$500	Varies with age and number of offenses
Purchase of alcohol by a minor	A fine not to exceed \$500	Varies with number of offenses
Consumption or possession of alcohol by a minor	A fine not to exceed \$500	Varies with number of offenses
Sale of alcohol to a minor	A fine not to exceed \$4,000 or confinement in jail for not more than one year, or both	A fine not to exceed \$4,000 or confinement in jail for not more than one year, or both

PENALTIES UNDER FEDERAL LAW

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture, distribution, or dispensing drugs (includes marijuana)	A term of imprisonment for up to 5 years and a fine of \$250,000	A term of life imprisonment without release (no eligibility for parole) and a fine not to exceed \$8,000,000 (for an individual) or \$20,000,000 (if other than an individual)

Possession of drugs (including marijuana)	Imprisonment for up to one year and a fine of not less than \$1,000	Imprisonment for not more than 20 years or less than 5 years and a fine of not less than \$5,000 plus costs of investigation & prosecution
Operation of a Common Carrier under the influence of alcohol or drugs		Imprisonment for up to 15 years and a fine not to exceed \$250,000

Office of Student Affairs

The Office of Student Affairs serves to advance the academic, intellectual, and personal development and success of future physicians as they prepare at UT Southwestern Medical School for a career in medicine.

Office of Student Affairs
5323 Harry Hines Blvd.
Dallas, Texas 75390-9006
Phone: 214-648-2168
Fax: 214-648-7517

Student Diversity and Inclusion

The Office of Student Diversity and Inclusion serves all the students of UT Southwestern Medical Center.

Students in the Medical School, the Graduate School of Biomedical Sciences, the School of Health Professions, and the O’Donnell School of Public Health benefit from the programs and activities offered by the Office of Student Diversity and Inclusion to enhance students’ learning and social environment.

The Office includes a large space for student organization meetings, social and cultural events, or even just to relax.

Student Health Services

Student Health Services, located on the second floor of Professional Office Building 1, 5959 Harry Hines Blvd., is staffed by a nurse practitioner, a registered nurse, a certified medical office assistant, and a clinic staff assistant. All office visits are confidential.

Prior to your first visit to Student Health or another on-campus clinic, please call to verify that your insurance plan is accepted.

UT Southwestern Medical Center
5959 Harry Hines Blvd.
POB 1 Suite HP2.204
Dallas, Texas 75390

Medical Emergencies

Student Health Services does not manage medical emergencies such as:

- Severe pain
- Deep cuts or lacerations
- Suspected broken bones
- Injuries related to a motor vehicle accident

If you are experiencing a medical emergency, go to [William P. Clements Jr. University Hospital](#) or the nearest emergency facility. If you are not sure whether you need to go to an emergency medical facility, call Student Health Services at 214-645-8690 for help assessing the situation.

If you have an after-hours need, call **214-645-8690** and the answering service will have the on-call physician contact you.

For mental health emergencies, call the Student Wellness and Counseling Center at **214-645-8680** and follow the voice prompts. The on-call psychiatrist will return your call.

Student Wellness and Counseling

The UT Southwestern Student Wellness and Counseling Center provides personal counseling, psychotherapy, group therapy, and psychiatric services for UT Southwestern students in the Medical School, Graduate School of Biomedical Sciences, School of Health Professions, and the O'Donnell School of Public Health. Our goal is to help students maintain wellness and discover ways of thriving instead of merely surviving during their time here as students.

UTSW Student Wellness and Counseling Crisis Line

Phone: 214-645-8680

Monday – Friday, 5 p.m.–8 a.m.

Saturday and Sunday, 24 hours

(UT Southwestern Students Only – available every day of the year including holidays)

UTSW Crisis Line is a confidential service that offers an opportunity for UTSW students to talk with trained counselors about urgent concerns after hours. A counselor is available every day of the year, including holidays. You can call us when you want, at your convenience. Our telephone counselors will spend time addressing your immediate concerns. Our telephone counselors also have specific training in responding to crisis situations.

Court-Issued Protective Orders

The UT Southwestern Police Department officers are authorized under article 14.03 of the Texas Code of Criminal Procedure to enforce orders of protection. UT Southwestern students, staff, and faculty are encouraged to notify the UT Southwestern Police Department when an order of protection has been issued on their behalf. The UT Southwestern Police Department will record and maintain a copy of the order for the

duration of its validity. However, the UT Southwestern Police Department is not required to have a copy of the order for enforcement purposes.

What the Protective Order Will Do!

- The protective order will tell the abuser to stay 500 feet from where you live or work.
- The abuser is instructed not to: commit family violence; threaten; threaten through someone else; harass; or stalk the person applying for protection.
- The protective order can order the abuser to go to specialized counseling for abusive behavior.
- The protective order is good for up to 2 years or more.

What the Protective Order Will Not Do!

- A protective order **will not** order the abuser to stay 500 feet from your body!
- A protective order is not a bullet-proof vest or a safety shield. You must remain careful and take precautions for your safety.
- A protective order **does not** interfere with court-ordered visitation or custody determined by another court.

Where Do You Go?

Dallas Co. District Attorney's Office
Family Violence Division at the
Frank Crowley Courthouse
133 N Riverfront Blvd
10th Floor
214-653-3528 for information

WHAT DO YOU NEED TO BRING WITH YOU?

- A current state picture I.D. (Texas driver's license or Texas identification card) OR a person with a current I.D. to identify you.
- A current and complete address where we can serve the person you are filing against. (It is best to serve at work or during daytime hours).
- The address you want to be protected (for example: work, home, school).

Hours

**Monday through Friday
8:00 a.m. – 1:00 p.m.
First come, first served!
It may take 3 to 4 hours.**

Dallas County
District Attorney's
Office



Protective
Order
Information

**EVERYONE HAS A
RIGHT TO BE SAFE!**

2015

D. Read books, articles, and poems to help you feel stronger.

E. Decide who you can call to talk freely and openly to give you the support you need.

Plan to attend a women's or victim's support group for at least 2 weeks to gain support from others and learn more about yourself and the relationship.

VII. IF YOU ARE A TEEN IN A VIOLENT DATING RELATIONSHIP

Decide which friend, teacher, relative, or police officer you can tell.

CHECKLIST – WHAT YOU NEED TO TAKE WHEN YOU LEAVE:

- Identification
- Driver's license
- Child's birth certificate
- Your birth certificate
- Money
- Lease, rental agreement, house deed
- Bank books
- Checkbooks
- Insurance papers
- House and car keys
- Medications
- Small sellable objects
- Address book
- Pictures
- Medical records (all family members)
- Social security card
- Welfare identification
- School records
- Work permits
- Green card
- Passport
- Divorce papers
- Jewelry
- Child's small toys

FOR MORE INFORMATION ABOUT YOUR LEGAL RIGHTS AND OPTIONS, contact an advocate at your local court or shelter or one of the following numbers:

BATTERED WOMEN'S SHELTERS:

Genesis Women's Shelter	214.942.2998
The Family Place	214.941.1991
New Beginning Center	972.276.0057
Brighter Tomorrows	972.262.8383
Mosaic Family Services	214.823.4434
Salvation Army	214.424.7208

POLICE:

Emergency	911
Dallas PD Family Violence Unit	214.671.4304
Irving PD Family Violence Unit	972.721.6555
Dallas City Attorney	214.670.4439

DALLAS COUNTY D.A.'S OFFICE:

Family Violence Division	214.653.3528
Protective Orders	214.653.3528

SUPPORT SERVICES:

Community Help Line	211
Nat'l Domestic Violence Hotline	1.800.799.SAFE
Adult & Child Abuse Hotline	1.800.252.5400
VIP/Rape Crisis Center	214.590.0430
Dallas Area Rape Crisis Center	972.641.RAPE
Suicide Crisis Center	214.828.1000
Contact Dallas	972.233.2233
Women's Legal Advocacy Center	1.800.374.HOPE
Legal Aid of Northwest Texas	214.748.1234
LAW Center	214.827.1000
Catholic Charities (Immigration)	214.634.7182
Human Rights Initiative (Immigr.)	214.855.0520
Dallas Resource Center	214.528.0144
Alcoholics Anonymous	214.887.6699
Al-Anon & Alateen	214.363.0461

COUNSELING SERVICES:

Genesis Outreach	214.559.2050
New Beginning Center	972.276.0423
Brighter Tomorrows	972.263.0506
The Family Place	214.443.7704
Mosaic Family Services	214.821.5393

Dallas County
District Attorney's
Office



Domestic Violence
Safety Plan

*EVERYONE HAS A
RIGHT TO BE SAFE!
2015*



Protective Orders

What is a Protective Order? If you have been a victim of violence, stalking or sexual abuse, you can apply for a court order to keep your abuser away from you. This order is called a Protective Order ("PO"). There are different kinds of PO's for victims of domestic abuse, dating violence, sexual assault, stalking and human trafficking. A PO orders an abuser:

- not to hurt, threaten, or harass you or your children, either directly or through another person;
- to stay away from you, your family, your home, workplace, and children's day care or school;
- not to carry a gun, even with a license.

The judge can also:

- order payment of child support and medical support,
- set terms and conditions for visitation with the children,
- order the abuser to attend anger management classes,
- order drug testing,
- order the abuser to attend a substance abuse treatment program,
- order the offender out of the home ("kick out order").

How do I get a PO? There are several ways to apply:

- Contact your local county or district attorney's office,
- Contact your local family violence shelter, call 1.800.799.SAFE (7233) to find the nearest one,
- Contact your local legal aid office,
- Hire a private attorney,
- Complete the do-it-yourself PO Kit available from www.texaslawhelp.org. Trying to get a protective order without an attorney should be your last resort.

What must I show to get a PO? What you must show depends on the type of protective order. For a family violence protective order, you must be able to show that violence has occurred and it is likely that violence will continue in the future. For stalking, sexual assault, and human trafficking protective orders, you must be able to show the abuser committed either stalking, sexual assault, or trafficking. Some considerations:

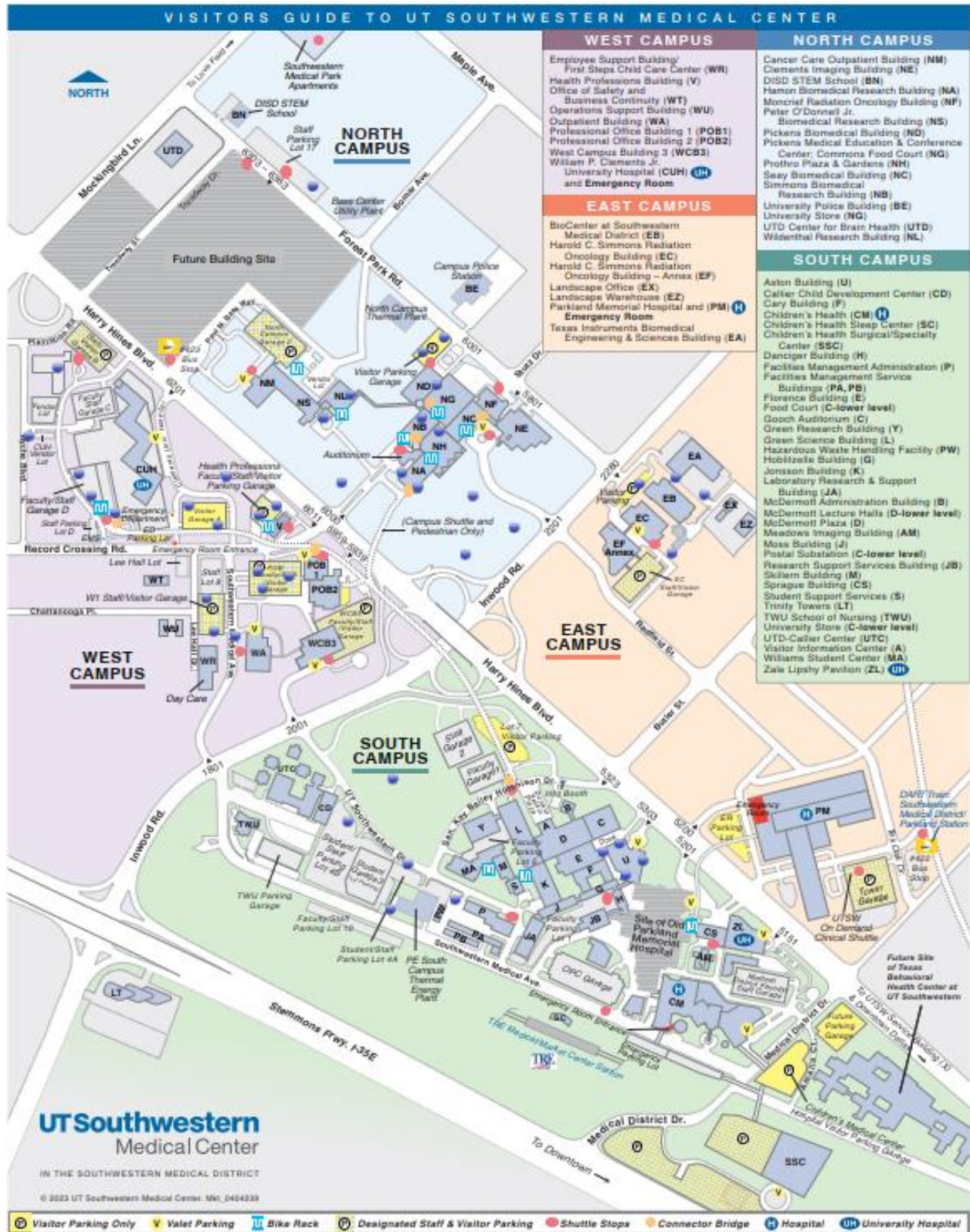
- Family violence includes *any intimate partner violence*, including dating violence and violence between same-sex partners,
- A specific relationship with the abuser is not required for sexual assault, stalking and human trafficking protective orders.
- *Call the police when an incident occurs.* If you have made reports before, it is more likely that a PO will be granted,
- *Don't delay in applying for a protective order.* Apply right after the incident. Waiting will reduce your chances of getting a PO, because the threat of immediate danger has passed.
- *Document incidents of abuse.* Photograph injuries, save threatening voice messages, texts and emails. The more details you provide, the more likely you are to get a PO.

How long does a PO last? It depends on the type of abuse (stalking, dating violence, sexual assault, family violence); the seriousness of the harm, if children were present, if an arrest was made, past violence, the likelihood of future violence, and other factors. PO's for family violence usually last two years, but can be for any duration, including for life. Sexual assault and stalking PO's can last for life.

What happens if someone violates a PO? If the abuser violates a PO, he or she can be arrested and charged with a crime. Multiple violations can result in felony charges.

Maps

Blue dots represent the approximate location of blue light emergency phones



UT SOUTHWESTERN MEDICAL CENTER ANNUAL SECURITY AND FIRE SAFETY REPORT 2022

Campus Buildings Listed by Map Code

SOUTH CAMPUS

A	Visitor Information Center, 5323 Harry Hines Blvd.
AM	Meadows Imaging Building, 5171 Harry Hines Blvd.
B	McDermott Administration Building, 5323 Harry Hines Blvd.
C	Food Court; Gooch Auditorium; Postal Substation; University Store (lower levels)
CD	Callier Child Development Center, 1966 Inwood Rd.
CM	Children's Health, 1935 Medical District Dr.
CM	Children's Health Emergency Room
CS	Sprague Building, 5161 Harry Hines Blvd.
D	McDermott Lecture Hall; McDermott Plaza (lower level)
E	Florence Building
F	Gary Building
G	Habitat Building
H	Dancer Building
J	Moss Building
JA	Laboratory Research & Support Building
JB	Research Support Services Building
K	Joneson Building
L	Green Science Building
LT	Trinity Towers
M	Skilom Building
MA	Williams Student Center
F	Facilities Management Administration
FA, PB	Facilities Management Service Buildings
PW	Hazardous Waste Handling Facility
S	Student Support Services
SC	Children's Health Sleep Center
SSC	Children's Health Surgical/Specialty Center
TWU	TWU School of Nursing, 5500 Southwestern Medical Ave.
U	Aston Building, 5303 Harry Hines Blvd.
UTC	UTD Callier Center, 1966 Inwood Rd.
Y	Green Research Building
ZL	Zale Lipshy Pavilion, 5151 Harry Hines Blvd.

NORTH CAMPUS

BE	Campus Police Station, 6010 Forest Park Rd.
BN	DEG STEM School
NA	Hamon Biomedical Research Building, 6000 Harry Hines Blvd.
NB	Simmons Biomedical Research Building, 6000 Harry Hines Blvd.
NC	Slay Biomedical Building, 2201 Inwood Rd.
NC	Simmons Comprehensive Cancer Center Clinics, 2201 Inwood Rd.
ND	Pickens Biomedical Building, 6001 Forest Park Rd.
NE	Clements Imaging Building, 2201 Inwood Rd.
NF	Moncrief Radiation Oncology Building, 5801 Forest Park Rd.
NG	Pickens Medical Education & Conference Center, Commons Food Court, University Store, 6001 Forest Park Rd.
NH	Prothro Plaza & Gardens, 2201 Inwood Rd.
NL	Wildenthal Research Building, 6000 Harry Hines Blvd.
NM	Cancer Care Outpatient Building
NS	Peter O'Donnell Jr. Biomedical Research Building
UTD	UTD Center for Brain Health, 2300 W. Mockingbird Ln.

EAST CAMPUS

EA	Texas Instruments Biomedical Engineering & Sciences Building
EB	BioCenter at Southwestern Medical District, 2330 Inwood Rd.
EC	Harold C. Simmons Radiation Oncology Building, 2280 Inwood Rd.
EF	Radiation Oncology - Annex
EX	Landscape Office, 5511 Gregg St.
EZ	Landscape Warehouse, 5511 Gregg St.
PM	Parkland Memorial Hospital, 5200 Harry Hines Blvd. and Emergency Room

WEST CAMPUS

CUH	William P. Clements Jr. University Hospital, 6201 Harry Hines Blvd. and Emergency Room
POB1	Professional Office Building 1, 5959 Harry Hines Blvd.
POB2	Professional Office Building 2, 5939 Harry Hines Blvd.
V	Health Professions Building, 6011 Harry Hines Blvd.
WA	Outpatient Building, 1801 Inwood Rd.
WCB3	West Campus Building 3, 2001 Inwood Rd.
WR	Employee Support Building/First Steps Child Care Center
WT	Office of Safety and Business Continuity, 1931 Chattanooga Pl.
WU	Operations Support Building

Parking (pricing subject to change)

V VALET PARKING

Valet parking is available at the main entrances of the buildings listed below. Hours and rates are posted at the valet stations in front of each building. Validation is required to receive the patient rate.

Patient & Visitor Valet Parking Fee (UTSW): \$10 for daily access with patient validation. \$5 at buildings without self-parking.

Patient & Visitor Valet Parking Coupon Books (UTSW): Five coupons for \$35. May be purchased at valet stations.

Patients who valet park and then drive to another UT Southwestern facility that day may valet park free at the second location by presenting their first valet ticket receipt.

Aston Building (U): Monday-Friday, 6:30 a.m.-7 p.m. \$5 fee

Children's Health (CH): Monday-Friday, 5:30 a.m.-11 p.m. Saturday-Sunday, 8 a.m.-8 p.m. \$10 fee; \$7 reduced family rate.

Outpatient Building (WA): Monday-Friday, 5:30 a.m.-6:30 p.m. \$10 fee

Parkland Health & Hospital System (Outpatient Center Entrance): Monday-Friday, 7 a.m.-7 p.m. \$10 fee

Parkland Memorial Hospital (PM): Monday-Friday, 7 a.m.-7 p.m. \$10 fee

Professional Office Buildings 1 and 2 (POB1, POB2): Monday-Friday, 6:45 a.m.-6:45 p.m. \$10 fee

Simmons Comprehensive Cancer Center/Seay Building (NC): Monday-Friday, 6:30 a.m.-6:45 p.m. This valet location also convenient for the Clements Imaging Building (NE). \$5 fee

Simmons Radiation Oncology (EC-EF Annex): Complimentary for radiation patients, Monday-Friday, 6 a.m.-6 p.m.

West Campus Building 3 (WCB3): Monday-Friday, 6:30 a.m.-7 p.m. \$10 fee

William P. Clements Jr. University Hospital (CUH): Monday-Friday, 5 a.m.-10 p.m. Saturday, 5 a.m.-7 p.m. Sunday, 7 a.m.-7 p.m. \$10 fee

Zale Lipshy Pavilion (ZL): Monday-Friday, 5 a.m.-10 p.m. Saturday, 5 a.m.-7 p.m. Sunday, 7 a.m.-7 p.m. \$5 fee

Vendor Valet Parking Fee: \$25 for single access.

SELF-PARKING

Rates for UTSW self-parking do not exceed \$5. Patients should note the location of their physician's office or diagnostic center in advance to determine the best parking option.

Aston Building (U): Tower Garage (Medical District Drive at Tex Oak Drive). Patients visiting physicians in the Aston Building will receive a voucher for free parking in the Tower Garage. Aston Express shuttle available from Tower Garage for Aston patients.

Children's Health (CH): Garage self-parking in Emergency and Hospital Visitor Parking Garages. Free during the first hour and gradually increases from \$2-\$7.

Health Professions Building (V): Garage self-parking. \$5 fee. Debit/credit card at exit. Monday-Friday, 6 a.m.-7 p.m.

Outpatient Building (WA): Garage self-parking. \$5 fee. Voucher, cash, or debit/credit card at Park & Pay station, parking garage elevator lobby/level 1.

Parkland Memorial Hospital Emergency Department (PM): Emergency Department parking available 24/7 for \$5 fee in lot next to Emergency Department. Cash, check, or credit card.

Parkland Memorial Hospital Tower Garage: Garage self-parking adjacent to hospital. \$5 fee; open 24/7; cash, check, or credit card.

Pickens Biomedical Building (ND): Pickens Medical Education & Conference Center; Commons Food Court (NG): Garage self-parking. \$5 fee. Voucher, cash, or debit/credit card at Park & Pay station, parking garage elevator lobby/level 3. Monday-Friday; weekends free.

Professional Office Buildings 1 and 2 (POB1, POB2): Garage self-parking. \$5 fee. Voucher, cash, or debit/credit card at Park & Pay station, building lobby at exit to garage/level 1.

Simmons Radiation Oncology (EC-EF Annex): Garage self-parking. \$5 fee. Voucher, cash, or debit/credit card at Park & Pay station, parking garage elevator lobby/level 1.

Sprague Building (CS): Tower Garage (Medical District Drive at Tex Oak Drive). \$5 fee. Cash, check, or debit/credit card at the cashier booth.

West Campus Building 3 (WCB3): Garage self-parking. \$5 fee. Voucher, cash, or debit/credit card at Park & Pay station in lobby/level 1.

William P. Clements Jr. University Hospital (CUH): Garage self-parking. \$5 fee. Voucher, cash, or debit/credit card at Park & Pay station, parking garage elevator lobby/level 2.

Zale Lipshy Pavilion (ZL): Tower Garage (Medical District Drive at Tex Oak Drive). \$5 fee. Cash, check, or debit/credit card at the cashier booth.

PARK & PAY STATIONS

Several parking areas are controlled by "Park & Pay Stations," which are electronic vending machines located on the main floor of the parking garage. The parking ticket is fed into the machine, the rate is displayed, and payment is made by voucher, cash, or debit/credit card. The parking ticket is returned, and then is inserted at the exit gate.

ADDITIONAL INFORMATION

Emergencies: 911

Campus Directory: 214-645-3111

UTSW Police (Non-Emergency 24/7): 214-648-8311

Automated Directions: 214-648-6264

Automobile Assistance: 214-648-9600 (daytime) 214-648-8311 (after-hours)

Clinical List: utswmed.org/hospitals-clinics

Shuttles: utswmed.org/shuttles

Appendix B

Hotlines

Adult Protective Services	1-800-252-5400
Alcoholic Recovery	214-823-3200
Child and Family Guidance Centers	214-351-3490
City Attorney	214-670-4439
Other City Services	3-1-1
Dallas Area Rape Crisis Center	972-641-7273
Dallas Police Crisis Intervention/Social Services	214-670-7766
Dallas Police Domestic Violence Counselors	214-671-4307 (Spanish) 214-671-4325
Dallas Police Domestic Violence Unit	214-671-4304
Dallas Police Victim Services	214-671-3587 (Spanish) 214-671-3588 (Vietnamese)
Dallas Police Non-Emergency Dispatch	214-744-4444
Department of Family and Protective Services/Abuse Hotline	1-800-252-5400
Dispute Mediation Service (court-ordered)	214-653-6048

District Attorney Family Violence	214-653-3528
Family Place Domestic Violence Center	214-941-1991
Genesis Women's Shelter	214-946-4357
Lawyers Against Domestic Violence	214-748-1234 ext.3012
Mothers Against Drunk Driving (MADD)	1-800-382-6233
National Domestic Violence Hotline	1-800-799-7233
Hope's Door New Beginning Center	972-276-0057
North Texas Poison Center	1-800-222-1222
Parkland Victim Intervention Program	214-590-2926 / 214-590-0430
Dallas Police Protective Order Information	214-653-3528
Rape, Abuse & Incest National Hotline	1-800-656-4673
National Runaway Safeline	1-800-786-2929 / 1-800-RUN-AWAY
Salvation Army Family Violence Shelter	214-424-7208
Suicide & Crisis Center of North Texas	214-828-1000
Suicide text line	Text to 988
The Turning Point (Rape Crisis Center, Dallas & Collin County)	800-886-7273