

Sec. 1. NONDISCRIMINATION STATEMENT

As a department of The University of Texas at Tyler all items related to nondiscrimination practices will follow those policies outlined in the university’s Handbook of Operating Procedures located at <https://www.uttyler.edu/hop/> and be overseen by UT Tyler’s Director of Human Resources.

For purposes of this policy, “employee” includes current employees, volunteers and applicants for employment.

a) Reporting Prohibited Conduct (Non-Sexual Harassment)

An employee who believes that he or she has experienced prohibited conduct, or that another employee has experienced prohibited conduct, should immediately report the alleged conduct to his or her supervisor, or to one of the officials noted in the Handbook of Operating Procedures, **Section 2.4.1** (<https://www.uttyler.edu/hop/>).

The reporting procedures in this subsection will apply to all allegations of prohibited conduct other than allegations of harassment prohibited by Title IX. For allegations of sex-based harassment that, if proved, would meet the definition of sexual harassment under Title IX (including sexual harassment), see the procedures below in Section 2, Sexual Harassment Prohibited – Title IX Policy.

Sec. 2. HARASSMENT PROHIBITED – TITLE IX POLICY

a) Requirement to Designate Title IX Coordinator

UT Tyler University Academy must designate a Title IX Coordinator to coordinate UT Tyler University Academy’s efforts to comply with its requirements under Title IX.

The Title IX Coordinator is responsible for coordinating UT Tyler University Academy’s efforts to comply with its responsibilities under Title IX with respect to discrimination based on sex, including sexual discrimination, harassment, dating violence, retaliation, sexual assault, and stalking. UT Tyler University Academy designates the following person to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended:

Blake Bumbard
Title IX Coordinator
3900 University Blvd.
Tyler, TX 75799
bbumbard@uttyler.edu
903-565-5760

b) *Reporting Sex Discrimination / Sexual Harassment*

Any person may report sex discrimination, including sexual harassment, whether or not the reporting person is the person alleged to be the victim of conduct that may constitute sex discrimination or sexual harassment. Reports may be made in person, by mail, by telephone, or by email through the contact information listed for UT Tyler’s Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. Reports may be made at any time (including during nonbusiness hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator. *34 C.F.R. 106.8(a)*.

c) *Complaint Procedures*

UT Tyler University Academy must adopt and publish procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by Title IX, and a formal Title IX complaint process that complies with applicable federal regulations.

UT Tyler University Academy must provide notice to the individuals of the school’s procedures and Title IX formal complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how UT Tyler University Academy will respond.

The requirements of this provision apply only to sex discrimination occurring against a person in the United States.

If an offense is related to sexual misconduct, the charter will follow UT Tyler’s policy and procedures as defined in the Handbook of Operating Procedures, [Section 2.4.3](https://www.uttyler.edu/hop/) (<https://www.uttyler.edu/hop/>).

34 C.F.R. 106.8(c)-(d).

d) *Relationship to General Non-Discrimination Policy*

The formal complaint investigation and resolution process outlined above applies only to formal complaints alleging sexual harassment under Title IX, but not to complaints alleging sex discrimination that do not constitute sexual harassment. Complaints of sex discrimination that do not constitute sexual harassment may be filed with the Director of Human Resources and will be handled under UT Tyler’s general process for receiving reports of suspected discrimination and harassment, as outlined in Section 2.4.1 of the HOP, noted in Section 1 above.