



**UNIVERSITY OF THE
INCARNATE WORD[®]**

TITLE IX

Federal Law: Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”



Title IX

The Title IX office handles:

- Sex Discrimination,
- Pregnancy Discrimination,
- Athletic Sex Discrimination and
- Sexual Misconduct.



What is Prohibited Conduct under UIW's Sexual Misconduct Policy?

- (1) sexual harassment;
- (2) sexual assault;
- (3) sexual exploitation;
- (4) stalking; and
- (5) relationship violence (including dating and domestic violence).



Sexual Misconduct Policy and Procedures

- www.uiw.edu/titleix
- Sexual Misconduct Policy
- Sexual Misconduct Adjudication Process

Mandatory Reporting Law

Texas Law: Texas Education Code, Chapter 51

All Employees are Mandatory Reporters!!!!

- “An **employee** of a postsecondary educational institution who, in the course and scope of employment, witnesses or receives information regarding the occurrence of an incident that the employee reasonably believes constitutes sexual harassment, sexual assault, dating violence, or stalking and is alleged to have been committed **by or against** a person who was a student enrolled at or an employee of the institution at the time of the incident shall promptly report the incident to the institution's Title IX coordinator.”

WHEN IN DOUBT, REPORT IT!



How does this affect me?

- **Texas Education Code, Chapter 51**
- As of January 1, 2020, employees of the University who fail to report a Title IX incident must be fired from the institution regardless of their status.
- Employees may face criminal charges and fines for failure to report.
- The University shall be fined, if found to be out of compliance with State law.



Reporting an Incident

(& what to include in the report)

- You MUST include all information of an incident that is known or told to you or that you learn during your conversation.
- Only report what information you have, do not make anything up.
- A Report must be filed using our online reporting system and within 24 hrs. of learning of the incident.
- DO NOT do your own investigation.
- When in doubt, report it to Title IX.

Online Reporting

Home / UIW

Title IX

Title IX

[New Student Mandatory Training](#)

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[Title IX State Compliance Report](#)

[Title IX Administrative Information](#)

The University of the Incarnate Word prohibits sexual misconduct, that can include:

- Sexual harassment
- Sexual assault
- Sexual exploitation
- Stalking
- Relationship violence (including dating and domestic violence)

The University takes all allegations of sexual misconduct seriously and is committed to providing information, education, resources, support, interim measures, and clear direction to University of the Incarnate Word community members to prevent and address such conduct. The University will always attempt to respond to sexual misconduct that it knows or should know about in order to stop prohibited conduct, prevent the recurrence of any conduct of concern, prevent and/or eliminate any hostile environment, and, where appropriate, address any effects on campus from such prohibited conduct.

- [Sexual Misconduct Policy](#) (PDF)
- [Sexual Misconduct Adjudication Processes](#) (PDF)
- [Sexual Misconduct Information and Resources Brochure](#) (PDF)
- [Reporting Options Flyer](#) (PDF)

Director of Title IX

Alexandria Salas



[REPORT AN INCIDENT](#)

[Follow UIW Title IX on Social Media](#)



[Confidential Resources:](#)

[Health Services](#)

(210) 829-6017

[Counseling Services](#)



Confidential Reporting Locations

Licensed Counselors at UIW Behavioral Health

Administration Building, 4th Floor

(210) 832-5656

Health Services Center

Between Agnese Sosa and Nursing Building,
Ground Floor

(210) 829-6017

Pastoral Counselors at Mission and Ministry

Administration Building, 1st Floor

(210) 829-3128

New Employee (Mandatory) Training

Please make sure to complete your new employee training (It is mandatory).

This training does have a module on Title IX.

This is important information to you know about federal regulations.

You have access to these trainings through Cardinal Apps.

- You will login to Cardinal Apps and click on the Vector Solutions.
- Once you login, the trainings are already assigned and will be on your home page.
- This training will be at your pace but should be completed within the first 30 days of employment.
- Once you complete the trainings then you will see a green check mark.

Questions?

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