

The logo for Baylor College of Medicine, featuring the text "Baylor College of Medicine" in white serif font on a dark blue square background.

Baylor
College of
Medicine

A background image of a university campus. In the foreground, there is a large fountain with water spraying upwards. Behind the fountain, there are several flagpoles with flags flying, including the United States flag and a blue and white flag. In the background, there is a large, multi-story building with a red roof and several windows. The sky is clear and blue.

Title IX Office Annual Report

Academic Year 2020-2021

Title IX Annual Report Academic Year 2020-2021

Prepared by Toni Gray, Title IX Coordinator

Introduction

Baylor College of Medicine (BCM) is committed to providing a safe and supportive environment for all community members, guests and visitors. We believe that all individuals have the right to be free from all forms of sex and gender-based discrimination, which includes sexual harassment, sexual assault, domestic violence, dating violence and stalking. Respect is one of [BCM's core values](#).

One way BCM demonstrates its commitment to nondiscrimination is by maintaining compliance with [Title IX of the Education Amendments of 1972](#). Title IX prohibits discrimination based on sex in all programs or activities that receive Federal financial assistance. In accordance with Title IX, BCM is committed to providing a safe and supportive environment for all BCM Community Members, who have the right to be free from all forms of sex-based discrimination, including Sexual Misconduct and other Prohibited Conduct, as defined in policy [02.2.26](#).

This annual report summarizes BCM's Title IX Program's commitment to education and prevention efforts, response to Title IX-related allegations, and statistical information on reported Title IX concerns during the 2020-2021 Academic Year.

Milestones & Accomplishments

- In compliance with the Department of Education's new Title IX regulations established [02.2.20 - Title IX Misconduct and Grievance Policy](#) and [02.2.22 - Title IX Misconduct and Grievance Procedures](#)
- In addition, updated [02.2.26 - Sexual Misconduct and Other Prohibited Conduct Policy](#) in accordance with HB1735 & SB212

Directed institution wide compliance with Senate Bill 212 & House Bill 1735

- Quarterly reporting to the CEO from the Title IX Coordinator. CEO reporting to the institution's Board of Trustees.
- Published reporting obligations and summary information which apply to all BCM employees on [BCM's Title IX Reporting Internet Site](#)

Title IX Annual Report Academic Year 2020-2021

Prepared by Toni Gray, Title IX Coordinator

Other milestones or accomplishments

- Hired a Deputy Title IX Coordinator and a Title IX Investigator
- Dispersed required training to over 2300 new employees and learners.
- Successfully submitted first CEO Report to The Texas Higher ED Coordinating Board in October 2020
- Presented Title IX training at 10 educational sessions for various BCM learners, faculty, staff and affiliate groups
- Participated in live orientation sessions for all new Residents and Fellows, Genetic Counsel Students, Center of Excellence Program-Health Equity, Training and Research, School of Medicine Visiting Students and Graduate School of Biomedical Sciences Post-Doctoral trainees.

Title IX Office trainings

- Toni Gray, BCM's Title IX Coordinator holds Title IX Coordinator Level III certification
- Marsha Brewington, Deputy Title IX Coordinator holds Title IX Coordinator Level I certification
- Tanee Newby, Title IX Investigator holds Civil Rights Investigator Level I certification
- All certifications through ATIXA (Association of Title IX Administrators)
- Investigators and the Title IX Coordinator maintain training through BCM's Compliance Office regarding the Integrity Hotline

Case Management

BCM's Title IX Coordinator oversees investigation and adjudication procedures for all reported policy violations, with a commitment to respond directly and promptly to all requests for resources, reports of policy violation, and opportunities to provide individualized training, support measures or safety planning.

46 Reports in the 2020-2021 Academic Year

Notable Statistics:

- 25% decrease from 2019-2020 Academic Year reports (63 reports in 2019-2020)

Title IX Annual Report Academic Year 2020-2021

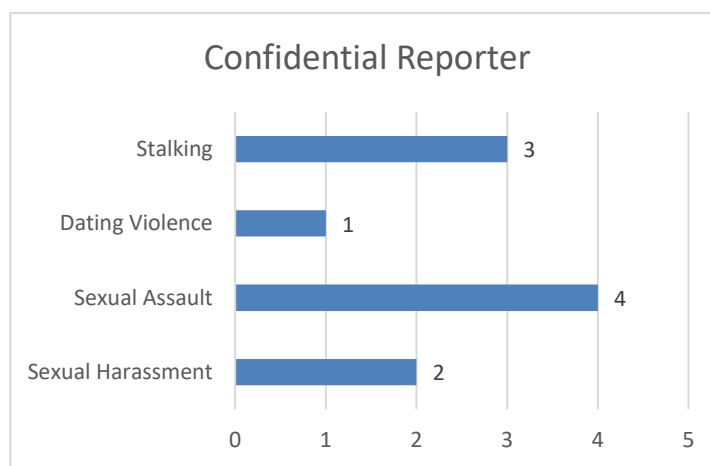
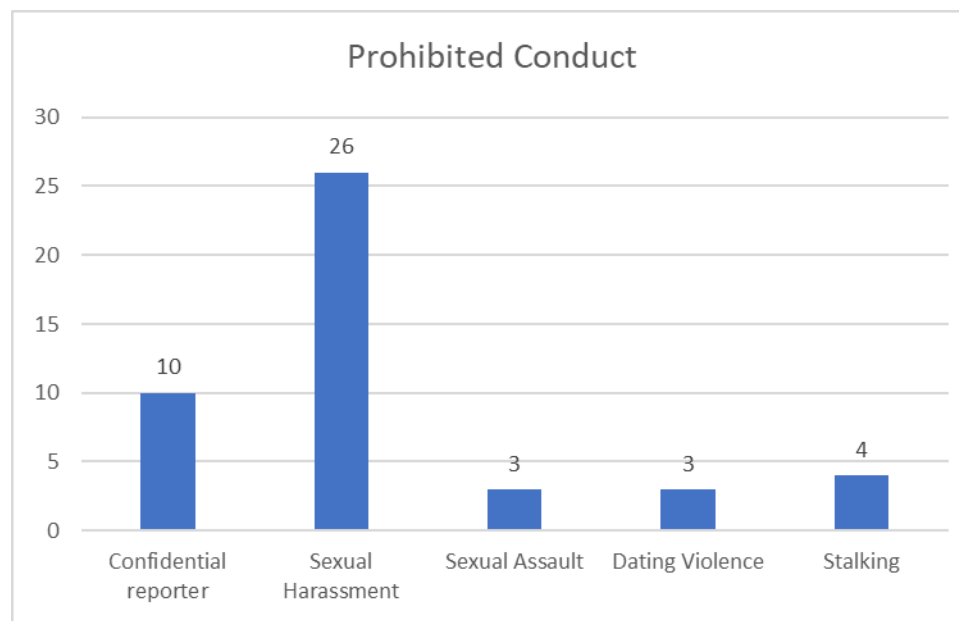
Prepared by Toni Gray, Title IX Coordinator

Case Profile

- 5 formal Title IX investigations
- 41 cases were resolved via inquiry review and/or supportive measures such as safety planning, resource sharing, or individualized services

Reporting Source

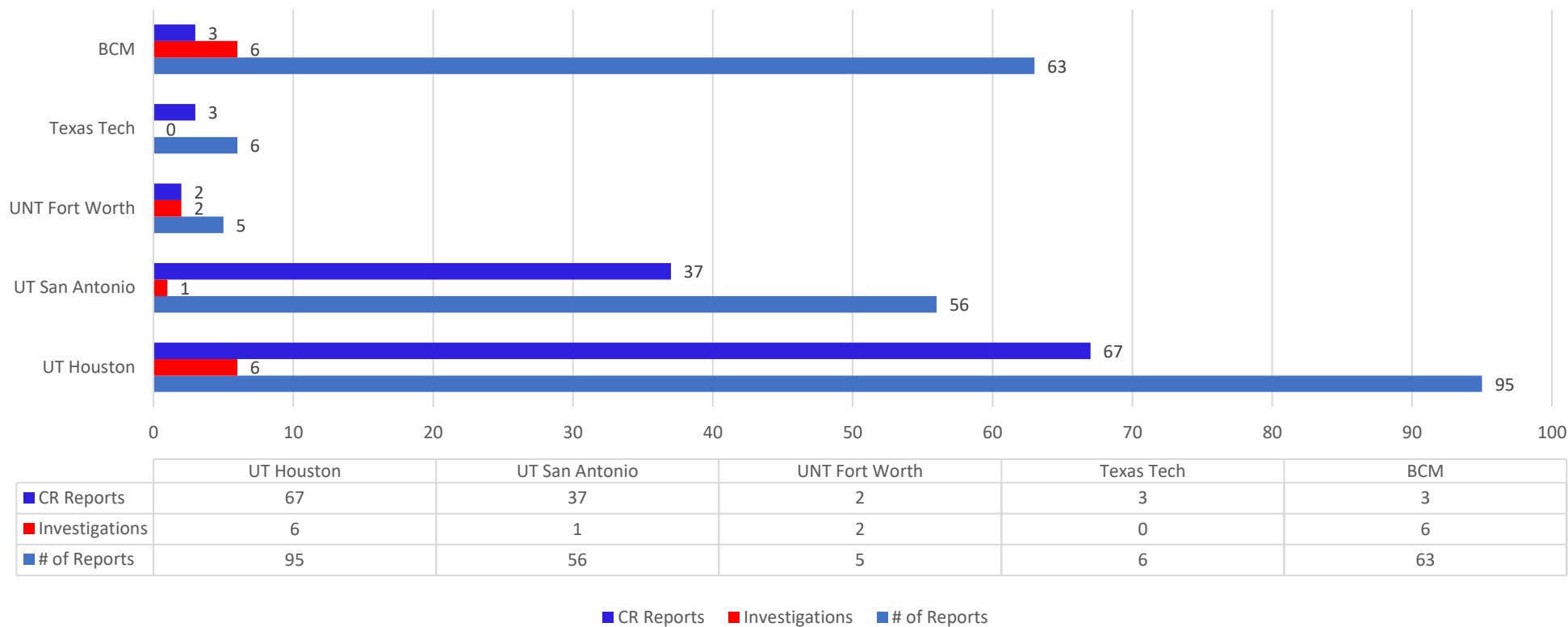
- 6 reports received from the Integrity Hotline
- 2 reports received direct from Complainant
- 23 reports received from Department
- 5 reports were triaged to the Title IX Coordinator to report
- 10 reports received from Confidential Reporters as defined in BCM's [02.2.26 Policy](#)



Title IX Annual Report Academic Year 2020-2021

Prepared by Toni Gray, Title IX Coordinator

Cohort Comparison 2019-2020



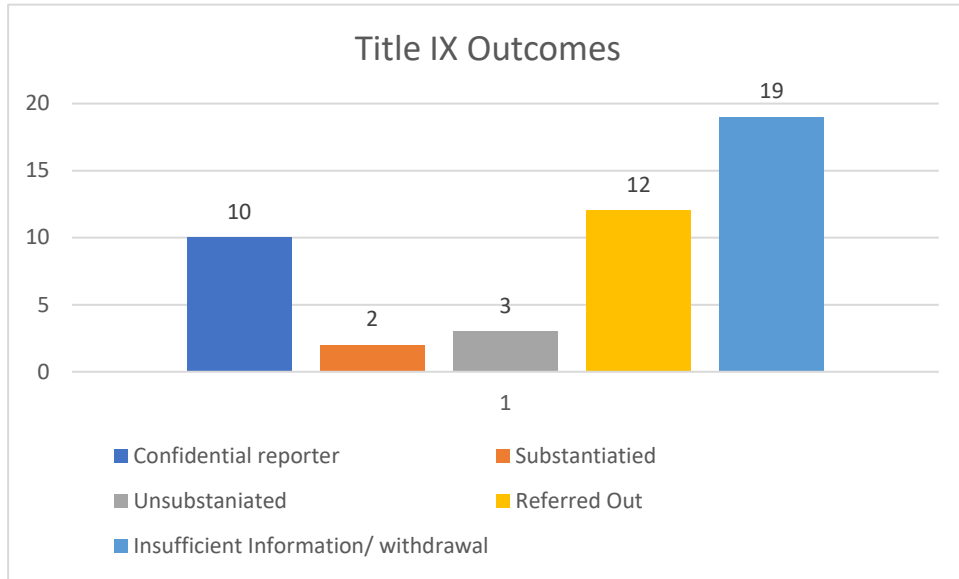
References:

- UT Houston:
<https://www.uth.edu/dotAsset/3dc80ef1-50dc-46b8-ad85-f4c94b02207a>
- UT San Antonio
<http://33hu841nxtz3q9wtt3fihfao-wpengine.netdna-ssl.com/titleix/wp-content/uploads/sites/7/2020/10/Chief-Executive-Officer-Report-UT-Health-San-Antonio-October-2020.pdf>
- UNT Fort Worth
<https://www.unthsc.edu/title-ix/wp-content/uploads/sites/83/HSC-Summary-Data-Report-2019-20.pdf>
- Texas Tech
https://www.ttuhscc.edu/title-ix/documents/TTUHSC_CEO_Annual_Report.pdf

If for any semester an institution has fewer than 1,500 enrolled students, the CEO must submit and post a summary report for that semester only if more than five (5) reports were received.

Title IX Annual Report Academic Year 2020-2021

Prepared by Toni Gray, Title IX Coordinator



Typical Responses or Remedies may include:

- Academic or work restrictions or revision
- No Contact Order
- Progressive Discipline as defined in [Policy 02.5.18](#)
- Monitor behavior, including counsel by Title IX Office
- Provide resources including safety planning
- Termination or removal
- Training

Notable Statistics:

- All cases were reviewed, documented, and received a response.
- Two progressive disciplinary actions, including one termination
- No cases open longer than 90 days
- No pending disciplinary or other actions related to closed cases

Get Help or Training:

To file a report, engage in safety planning, or learn more about training and resources available through the Title IX Office, please contact:

Title IX Office: title-ix@bcm.edu

Website: <https://www.bcm.edu/education/academic-faculty-affairs/academic-policies/title-ix-and-gender-discrimination>

File a Report: <http://www.bcm.ethicspoint.com/>