Introduction

Baylor College of Medicine 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 Baylor’s core values.
<table>
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<th>Milestones &amp; Accomplishments</th>
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<td>New Employees and Learners</td>
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<td>Sessions for New Residents</td>
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<td>and Fellows</td>
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- Maxient Software: Fully operational
- New Employees and Learners: Trained
- Membership to Action Collaborative on Preventing Sexual Harassment
- Temple Ready
- Title IX Education Sessions Given
- In-Person Orientation Sessions for New Residents and Fellows
Case Management
64 Reports in the 2022-2023 Academic Year

Baylor’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.

Notable Statistics:

- **42%**
  - Increase in reports from 2021-2022

- **7**
  - Formal Title IX Investigations

- **45**
  - Cases were evaluated
Case Management

64 Reports in the 2022-2023 Academic Year

Reporting Source

- 11 reports received from the Integrity Hotline
- 8 reports received direct from Complainant
- 26 reports received from Department
- 19 reports received from Confidential Reporters as defined in BCM’s 02.2.26 Policy

Prohibited Conduct

- Sexual Harassment: 51%
- Sexual Assault: 8%
- Dating Violence: 11%
- Stalking: 8%
- Failure to Report: 1%
- Confidential Reporter: 2%
Case Management (continued)

Typical Responses or Remedies may include:
- Academic or work restrictions or revision
- No Contact Order
- Progressive Discipline as defined in Policy 02.5.18
- Counsel by Title IX Office
- Provide resources including safety planning
- Termination or removal
- Training

Notable Statistics:
- Reviewed, Documented, and Responded to All Cases: 4
- Progressive Disciplinary Actions: 0
- Cases Open Longer Than 90 Days: 0
- Pending Disciplinary or Other Actions to Closed Cases: 0

Title IX Outcomes:
- Confidential Reporter: 23
- Substantiated: 19
- Unsubstantiated: 4
- Referred Out: 3
- Insufficient Information/Withdrawal: 11
- Inquiry: 4
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](https://www.bcm.edu/education/academic-faculty-affairs/academic-policies/title-ix-and-gender-discrimination)

**File a Report:** [http://www.bcm.ethicspoint.com/](http://www.bcm.ethicspoint.com/)
Questions?