

Baylor
College of
Medicine

Title IX Annual Report

Academic Year 2023-2024

Prepared by Toni Gray, Title IX Coordinator



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.



Milestones & Accomplishments



2750

Maxient Software
Fully operational

New Employees
and Learners
Trained



New Regs
Ready



Temple
Ready



Title IX
Education
Sessions
Given



In-Person
Orientation
Sessions for
most incoming
learners

Case Management

72 Reports in the 2023-2024 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:

13%

Increase in reports from 2022-2023

3

Formal Title IX Investigations

61

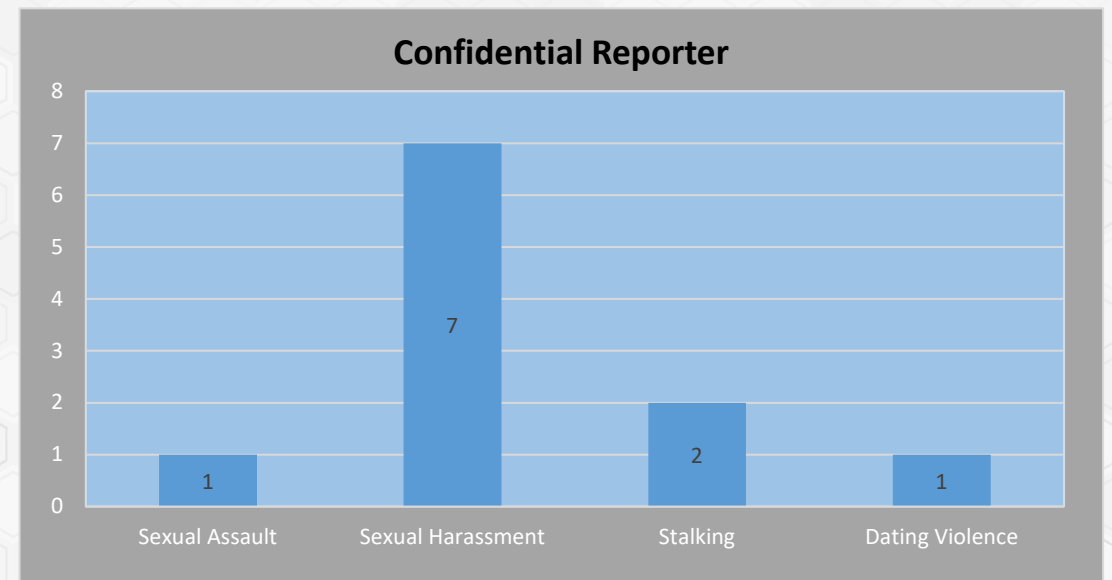
Cases were evaluated

Case Management

72 Reports in the 2023-2024 Academic Year

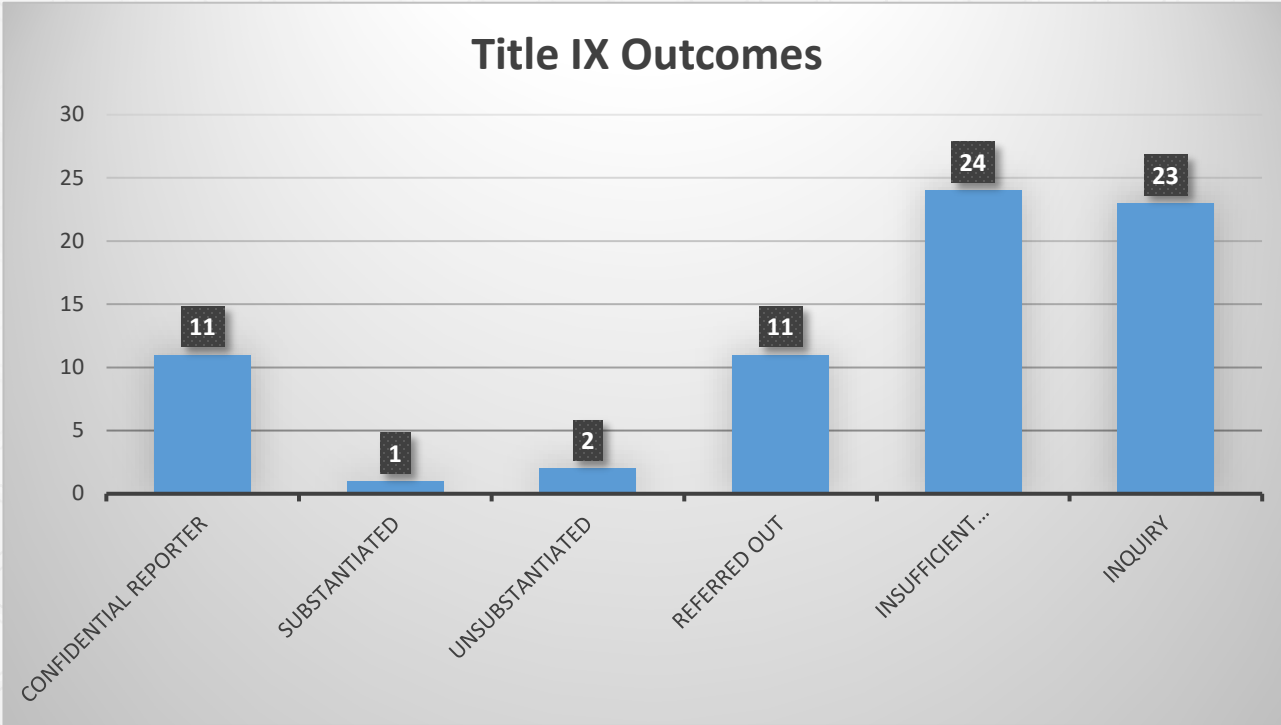
Reporting Source

- 39 reports received from the Integrity Hotline/Maxient
- 9 reports received direct from Complainant
- 13 reports received from Department
- 11 reports received from Confidential Reporters as defined in BCM's [02.2.26 Policy](#)



Case Management (continued)

Title IX Outcomes



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

1

Progressive
Disciplinary
Actions

0

Cases Open
Longer Than
90 Days

0

Pending
Disciplinary or
Other Actions
to Closed Cases

Questions?