

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

Baylor
College of
Medicine

The background of the slide is a photograph of a large, light-colored building with a fountain in front. Three flagpoles are visible: the American flag, the Texas state flag, and a blue and white flag with the Baylor College of Medicine logo. The entire image has a light blue diamond-patterned grid overlay.

Title IX Office Annual Report

Academic Year 2019-2020

Title IX Annual Report Academic Year 2019-2020

Prepared by Toni Gray, Title IX Coordinator as of 06/01/2020



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 2019-2020 Academic Year.

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/>

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Milestones & Accomplishments

BCM's Title IX Coordinator monitors compliance with the [02.2.26 Sexual Misconduct and Other Prohibited Conduct](#), including but not limited to training, education, prevention efforts, and communication with stakeholders. The Title IX Office is provided oversight by Audit, Compliance, and Risk Management (ACRM) committee and Executive Compliance Committee (ECC).

Directed institution wide compliance with Senate Bill 212, House Bill 449, & House Bill 1735

- Partnered to create communication and achieve compliance along with the following stakeholders: Office of General Counsel, Provost Office, Human Resources Office, Communications Office, Compliance Office, Office of Student and Trainee Services, and Ombuds Office
- Published reporting obligations and summary information which apply to all BCM employees on [BCM's Title IX Reporting Internet Site](#)
- Presented overview of Senate Bill 212 changes to Academic Counsel, Administrators, Faculty Senate, Education Advisory Counsel, and in individualized sessions at request of departments
- Launched institution wide required training via BCM's Learning Management System with a reach of over 14,000 community members
- Facilitated communication in institution wide emails from the following sources: President & CEO, HR Connections and BCM Newslink
- Revised BCM's [02.2.26 policy](#) and process to comply with [Senate Bill 212](#), [House Bill 449](#), and [House Bill 1735](#) requirements and defended changes to BCM's Institutional Policy Committee

Other milestones or accomplishments

- Managed action plan for compliance with Department of Education's new Title IX regulations, impacting institutions of higher education in Late Summer-Early Fall 2020
- Dispersed required training to 581 students and over 1,800 new employees and trainees
- Executed quarterly statistical reports to the President & CEO
- Maintained training of up to six investigators
- Presented Title IX training at 19 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

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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.

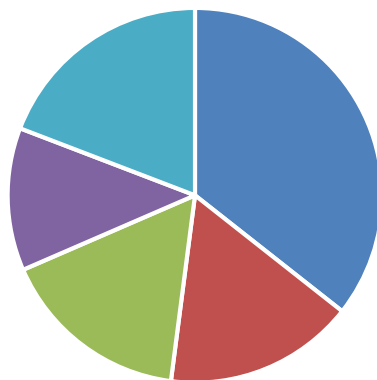
68 Reports in the 2019-2020 Academic Year *5 duplicate cases

Notable Statistics:

- 33% increase over 2018-2019 Academic Year reports
- 3 reports were from Confidential Reporters as defined in BCM's [02.2.26 Policy](#) – no other statistics will represent these reports
- 23 average calendar days to close a case

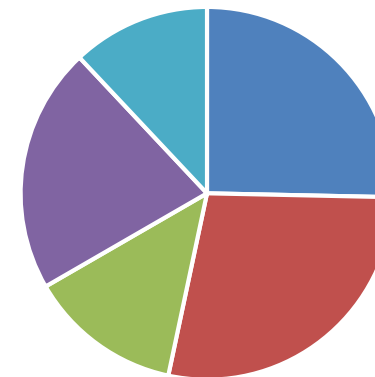
Cases by BCM Community Member Category

Complainant



■ Staff ■ Faculty ■ Learner* ■ Non BCM ■ Unknown/Other

Respondent



■ Staff ■ Faculty ■ Learner ■ Non BCM Personnel ■ Unknown/Other

*Learner includes trainees such as Residents, Fellows, and Postdocs

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6 Certified Title IX Investigators

Investigator Profiles:

- BCM's Title IX Office partners with the Office of Human Resources to investigate Title IX related allegations and provide Deputy Title IX Coordinators to BCM's Title IX Office
- All investigators have current certifications through ATIXA (Association of Title IX Administrators)
- 3 BCM staff (including Interim Title IX Coordinator) hold Civil Rights Investigators Level III certifications
- 3 BCM staff hold Civil Rights Investigator Level II certifications
- Training is trauma informed and focused on best practices, industry standards, advancing gender equality, and networking with key national academic and professional resources
- Investigators and the Title IX Coordinator maintain training through BCM's Compliance Office regarding the Integrity Hotline

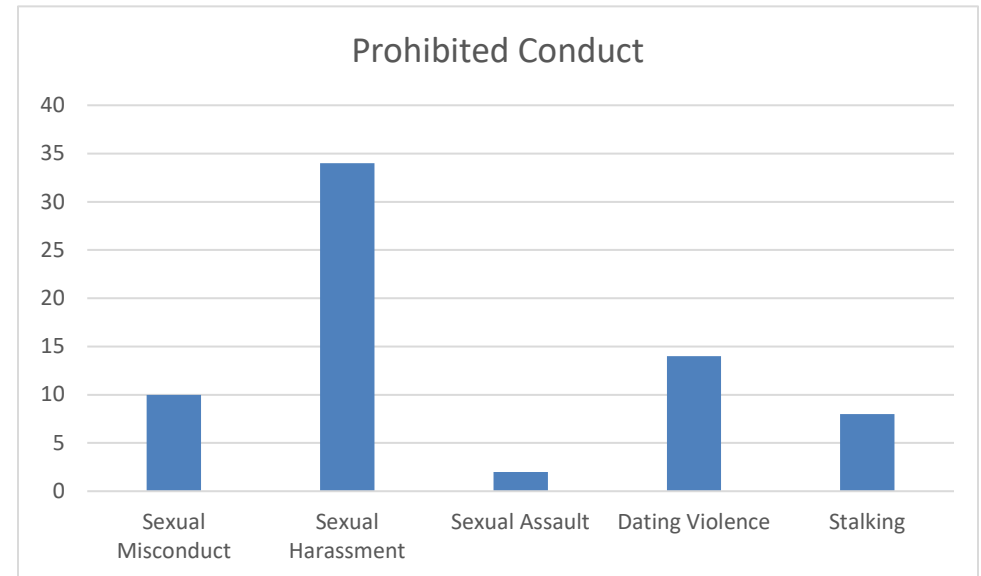
63 Cases directly responded to by Title IX Coordinator or Investigator

Case Profile

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

Reporting Source

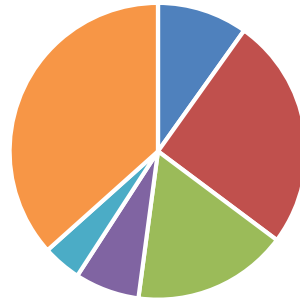
- 23 reports received from the Integrity Hotline
- 7 reports received direct from Complainant
- 15 reports received from Department
- 3 reports received from Affiliates
- 15 reports were triaged to the Title IX Coordinator to report



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Case Disposition



- Substantiated
- Not Substantiated
- Insufficient Information
- Referred Out
- Substantiated, In Part
- Resources Provided
- Other: See Notes

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
- No disciplinary action taken under [Tex. Educ. Code § 51.255](#)
- No pending disciplinary or other actions related to closed cases

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