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>
<thead>
<tr>
<th>Milestone / Accomplishment</th>
<th>Number</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maxient Software Implemented College-Wide</td>
<td>3,900</td>
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<tr>
<td>New Employees and Learners Trained</td>
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<tr>
<td>Membership to Action Collaborative on Preventing Sexual Harassment</td>
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<tr>
<td>Completion Rate of New Annual Title IX Training</td>
<td></td>
<td>91%</td>
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<tr>
<td>Title IX Education Sessions Given</td>
<td></td>
<td>10</td>
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<tr>
<td>In-Person Orientation Sessions for New Residents and Fellows</td>
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Case Management
37 Reports in the 2021-2022 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:

- **20%** Decrease in reports from 2019-2020
- **7** Formal Title IX Investigations
- **30** Cases Resolved
Case Management
37 Reports in the 2021-2022 Academic Year

Reporting Source
• 11 reports received from the Integrity Hotline
• 7 reports received direct from Complainant
• 18 reports received from Department
• 2 reports were triages to the Title IX Coordinator
  to report
• 2 reports received from Confidential Reporters as defined
  in BCM’s 02.2.26 Policy
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
- Monitor behavior, including counsel by Title IX Office
- Provide resources including safety planning
- Termination or removal
- Training

Notable Statistics:

- Reviewed, Documented, and Responded to All Cases: 3
- Progressive Disciplinary Actions: 0
- Cases Open Longer Than 90 Days: 0
- Pending Disciplinary or Other Actions to Closed Cases: 0
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/
Questions?