

Baylor
College of
Medicine

Title IX Annual Report

Academic Year 2021-2022

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



Maxient Software
Implemented
College-Wide

3,900

New Employees
and Learners
Trained



Membership to
Action Collaborative
on Preventing
Sexual Harassment

91%

Completion
Rate of New
Annual Title
IX Training

10

Title IX
Education
Sessions
Given



In-Person
Orientation
Sessions for
New Residents
and Fellows

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

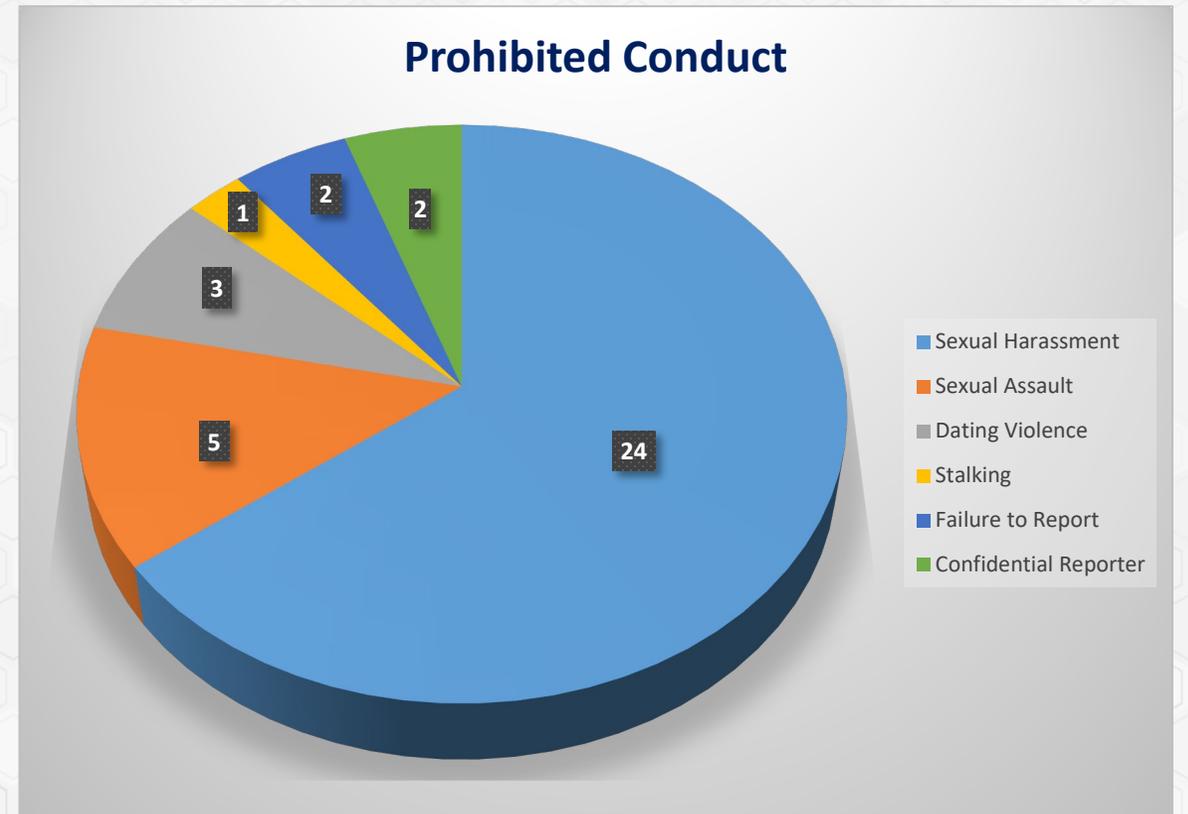
Case Management

37 Reports in the 2021-2022 Academic Year

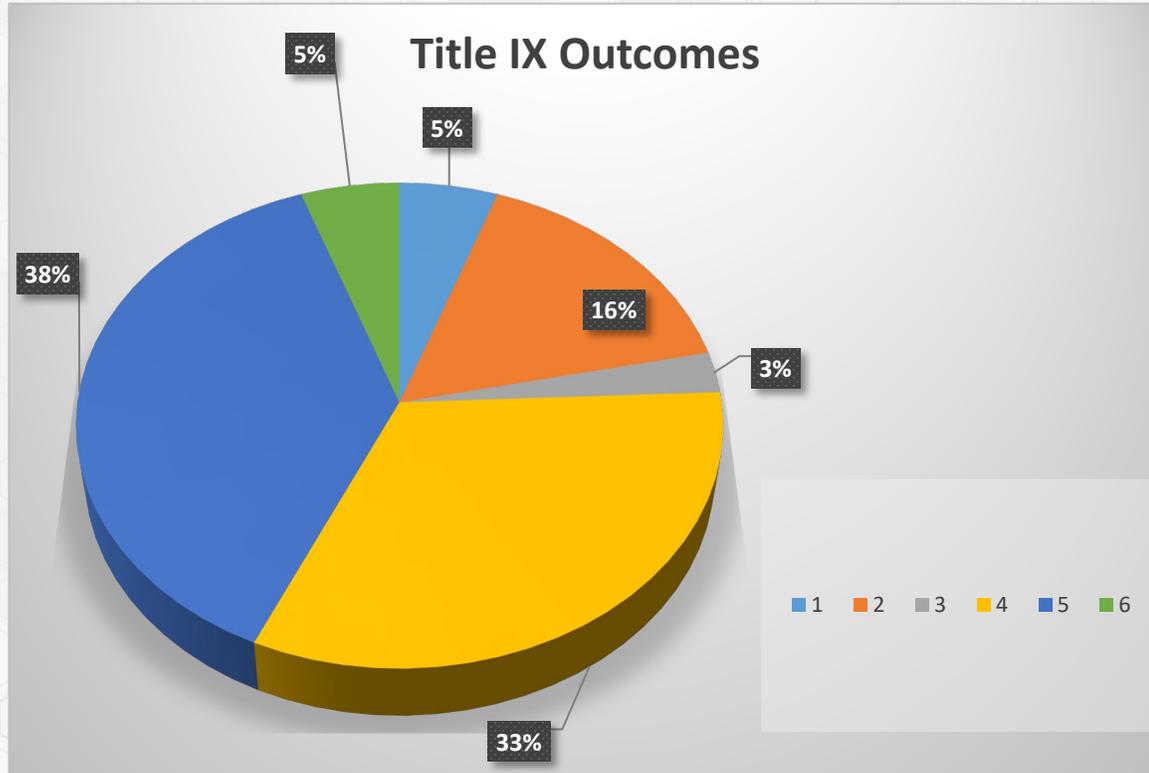
Reporting Source

- 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](#)

Prohibited Conduct



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

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?