
Note: This policy addresses sexual violence, discrimination, harassment, and retaliation involving College District students. Claims by College District employees are addressed at DIA.

STATEMENT OF
NONDISCRIMINATION
AND STATEMENT
REGARDING
FREEDOM FROM
SEXUAL VIOLENCE

The College District prohibits discrimination and harassment of any student on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, disability, age, veteran status, genetic information, or any other basis prohibited by law. Retaliation against anyone involved in the complaint process is a violation of College District policy and is prohibited.

Further, it is the policy of the College District to provide a campus environment free of sexual violence, including dating violence, domestic violence, stalking, and rape. It is the policy of the College District to provide training, procedures, and resources to prevent sexual violence and to provide an equitable complaint process that provides for prompt, fair, and impartial investigation of complaints and the imposition of sanctions against individuals who are found in violation of these policies.

This policy shall apply to Board members, administrators, faculty, staff, students, and individuals conducting business with the College District. Under this policy, "student" shall be defined as any person who is enrolled in courses provided by the College District, whether for credit or noncredit, including but not limited to, courses through dual enrollment programs, workforce education, the center for business and industry training, and community education. This policy shall apply to behaviors that take place on campus, at College District-sponsored events, in College District communications, and in College District vehicles. Additionally, the College District may investigate off-campus misconduct, online misconduct, or misuse of social media when the Title IX coordinator determines that the conduct affects a substantial interest of the College District, including but not limited to, situations in which the conduct poses a danger or threat to the health or safety of any person at the College District, adversely impacts the educational operations of the College District, or has the effect of creating a hostile environment or otherwise causes a substantial on-campus disruption.

This policy prohibits a wide range of unwelcome verbal and physical behaviors ranging from offensive sexual comments to unwanted touching to rape. The definitions within this policy are not intended to be mutually exclusive, and, in some instances, the definitions may overlap. For example, an act of sexual assault may constitute sexual harassment, while an act of dating violence also may constitute a sexual assault.

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

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(LOCAL)

DISCRIMINATION	Discrimination is the act of treating similarly situated students differently based on their race, color, national origin, religion, sex, sexual orientation, gender identity, disability, age, veteran status, genetic information, or any other basis protected by law.
HARASSMENT	<p>Harassment is defined as physical, verbal, or nonverbal conduct based on the student's race, color, national origin, religion, sex, sexual orientation, gender identity, disability, age, veteran status, genetic information, or any other protected status and that is so severe, persistent, or pervasive that the conduct:</p> <ol style="list-style-type: none">1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or3. Otherwise adversely affects the student's educational opportunities.
EXAMPLES	Examples of prohibited harassment include offensive or derogatory comments, jokes, or slurs because of the student's protected status or because of the student's need for an accommodation based on disability or religion; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other kinds of aggressive conduct such as theft or damage to property when motivated by the student's protected status.
SEXUAL HARASSMENT	<p>Sexual harassment is physical, verbal, or nonverbal conduct that is based on the student's sex or gender and that is so severe, persistent, or pervasive that:</p> <ol style="list-style-type: none">1. Submission to such conduct is explicitly or implicitly made a term or condition of instruction, participation in a College District activity, or College District employment;2. Submission to or rejection of such conduct is used as a basis for personnel or academic decisions that affect the student who has been subjected to sexual advances; and/or3. Such conduct interferes with the student's work or academic performance or creates an intimidating, hostile, or offensive work or learning environment. <p>Sexual harassment violates this policy whether it is perpetrated by a student or an employee. Additionally, sexual harassment is wrongful regardless of whether the parties are of the same sex or of the opposite sex.</p>

Sexual harassment, as used in this policy, includes but is not limited to unwelcome sexual advances, unwelcome requests for sexual favors, unwelcome verbal comments of a sexual nature, and unwelcome physical contact or touching of a sexual nature.

The definition of sexual harassment in this policy includes acts of sexual violence, which are physical acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol or due to an intellectual or other disability. The definition of sexual harassment shall also encompass gender-based harassment, such as actions or comments that target the student's failure to conform to stereotypical notions of masculinity or femininity.

EXAMPLES

Examples of prohibited sexual harassment may include sexually offensive comments and gestures; requests for sexual favors accompanied by implied or overt promises of preferential treatment; requests for sexual favors accompanied by implied or overt threats of adverse consequences if the recipient does not comply; unwanted flirtation or repeated requests for social/sexual encounters or favors the recipient deems unwelcome; slurs and name-calling based on the student's perceived sexual orientation; unwelcome or suggestive physical contact, such as grabbing, touching, or patting; and acts of sexual violence, including sexual assault, sexual coercion, and rape.

SEXUAL
MISCONDUCT IN
GENERAL

"Sexual misconduct" as used in this policy collectively refers to a broad range of prohibited acts, including but not limited to, sexual violence, dating violence, stalking, domestic violence, sexual assault, and sexual harassment. The phrase sexual misconduct also encompasses behavior or conduct of a sexual nature that is unprofessional and/or inappropriate for an educational environment even if the conduct is otherwise consensual, such as engaging in sexual activity in a public place.

CONSENT

Affirmative consent is a clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity. Silence or lack of resistance does not constitute consent. Obtaining consent is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Consent to any sexual act or prior consensual sexual activity between or with any party does not constitute consent to any other sexual act. The definition of consent does not vary based on a participant's sex, sexual orientation, gender identity, or gender expression. Consent may be initially given but withdrawn at any time. Consent cannot be given when a person is mentally disabled or incapacitated. Incapacitation occurs when an individual lacks the

ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes impairment due to drugs or alcohol (whether such use is voluntary or involuntary), the lack of consciousness, being asleep, or being involuntarily restrained. Consent does not exist when it is the result of any coercion, intimidation, force, or threat of harm. Consent does not exist when the accused misrepresents his or her true identity to the victim.

Under the Texas Penal Code, victims under the age of 17 cannot give consent as a matter of law. However, it is an affirmative defense to criminal prosecution that the offender was not more than three years older than the victim and of the opposite sex; did not use duress, force, or a threat against the victim at the time of the offense; and was not a registered sex offender.

SEXUAL ASSAULT

Sexual assault is defined as intentionally or knowingly causing physical sexual contact or sexual penetration of another person without that person's consent. Sexual assault is without consent of the other person if the actor compels the other person to submit or participate by the use of physical force or violence, or threat of force or violence, and the other person believes the actor has the present ability to execute the threat; or the other person cannot consent. [Texas Penal Code 22.011]

AGGRAVATED
SEXUAL ASSAULT

Aggravated sexual assault is defined as sexual assault in which the actor:

1. Causes serious bodily injury or attempts to cause the death of the victim or another person in the course of the same criminal episode;
2. By acts or words, places the victim in fear that any person will become the victim of an offense under Penal Code 20A.02(a)(3), (4), (7), or (8) (smuggling of persons) or that death, serious bodily injury, or kidnapping will be imminently inflicted on any person;
3. By acts or words occurring in the presence of the victim, threatens to cause any person to become the victim of an offense under Penal Code 20A.02(a)(3), (4), (7), or (8) (smuggling of persons) or to cause death, serious bodily injury, or kidnapping;
4. Uses or exhibits a deadly weapon in the course of the same criminal episode;
5. Acts in concert with another who commits a sexual assault directed toward the same victim and occurs during the same criminal episode; or

6. Assaults a victim who is younger than 14 years of age or is an elderly or a disabled individual.

[Texas Penal Code 22.021]

DOMESTIC
ASSAULT

A person is guilty of domestic assault in Texas if he or she commits an assault against a family member, household member, or a current or past dating partner. An assault consists of:

1. Intentionally, knowingly, or recklessly causing bodily injury to another person;
2. Intentionally or knowingly threatening another person with imminent bodily injury; or
3. Intentionally or knowingly causing physical contact with another that the offender knows or reasonably should know the victim will find provocative or offensive.

A person commits aggravated domestic assault if he or she intentionally, knowingly, or recklessly causes serious bodily injury to a family member, household member, or a current or past dating partner, or uses or exhibits a deadly weapon in the course of committing the assault crime.

[Texas Penal Code 22.01]

“Domestic violence” requires more than just two people living together. The individuals must be family members, former spouses, a parent of a child in common, or in a romantic relationship.

DATING VIOLENCE

“Dating violence” means an act, other than a defensive measure to protect oneself, by an actor that:

1. Is committed against a victim:
 - a. With whom the actor has or has had a dating relationship; or
 - b. Because of the victim’s marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and
2. Is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault.

A dating relationship means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of the length of the relationship, the

nature of the relationship, and the frequency and type of interaction between the persons involved in the relationship. A casual acquaintance or ordinary fraternization in a business or social context does not constitute a dating relationship.

[Texas Penal Code 71.0021]

Under federal regulations, when the reporting party asserts there was a dating relationship, the College District should err on the side of assuming that the victim and alleged perpetrator were in a dating relationship.

STALKING

A person commits the offense of stalking if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that:

1. Constitutes an offense of harassment under Section 42.07, or that the actor knows or reasonably should know the other person will regard as threatening:
 - a. Bodily injury or death for the other person;
 - b. Bodily injury or death for a member of the other person's family or household or for an individual with whom the other person has a dating relationship; or
 - c. An offense that will be committed against the other person's property;
2. Causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship to be placed in fear of bodily injury or death or in fear that an offense will be committed against the other person's property, or to feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended; and
3. Would cause a reasonable person to:
 - a. Fear bodily injury or death for himself or herself;
 - b. Fear bodily injury or death for a member of the person's family or household or for an individual with whom the person has a dating relationship;
 - c. Fear that an offense will be committed against the person's property; or
 - d. Feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended.

[Texas Penal Code 42.072]

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“Course of conduct” as used in this policy means two or more acts, including, but not limited to, when the stalker acts directly or indirectly, or through third parties, by any action, method, device, or means.

RETALIATION

Students who file complaints under this policy shall not be subjected to retaliation. Witnesses and other individuals who participate in the investigation process or related proceedings under this policy likewise are protected from unlawful retaliation. Retaliation as used in this policy refers to materially adverse actions or decisions that would dissuade a reasonable person from exercising his or her rights to file a complaint or to participate in an investigation. Examples of retaliation include unwarranted punishment, e.g., a grade reduction, exclusion from a school activity, and destruction of property. Unlawful retaliation does not include petty slights or annoyances.

REPORTING
PROCEDURES

STUDENT REPORT

Any student who believes that he or she has been subjected to conduct that violates this policy may report the complaint to the dean of student services, any College District counselor, any division chair, campus security personnel, or the vice president of human resources. Additionally, a student may report the complaint to any individual designated in this policy as the Title IX coordinator or deputy Title IX coordinator. Complaints against the College President shall be submitted directly to the Chairperson of the Board.

No student shall be required to report prohibited conduct to the person who allegedly committed the conduct.

A student has the right to simultaneously file a criminal complaint with local law enforcement and a complaint with the College District. A student also may choose to file a campus complaint without filing a law enforcement complaint or to file a law enforcement complaint without filing a campus complaint. A student may also choose not to file any complaint. The Title IX coordinator shall inform the student of his or her options.

Students shall report their concerns to the College District as soon as possible after the alleged violation. A failure to immediately report may impair the College District's ability to investigate and address the violation.

EMPLOYEE REPORT

To ensure that all student complaints are properly processed, any responsible College District employee who knows or who, in the exercise of reasonable care, should have known of allegations of sexual harassment or sexual misconduct or other conduct prohibited by this policy shall promptly notify the Title IX coordinator, the dean of student services, or the vice president of human resources and provide all relevant details regardless of whether the student or

students have placed their complaint in writing. A “responsible” College District employee is an employee who has the authority to take remedial action, who has the duty to report incidents, or whom a student might reasonably view as having authority to take remedial action. Responsible employees include the College President, all vice presidents, deans, division chairs, faculty members, club and activity sponsors, student services personnel, security personnel, and supervisors.

PROFESSIONAL
COUNSELORS

Mental health and medical services personnel who have a professional licensing obligation requiring confidentiality are not required to report, without the student’s consent, sexual incidents in a manner that would reveal the student’s identity. Such personnel shall provide information regarding this policy to the affected student so that the student may decide whether to pursue complaint avenues or administrative assistance.

LODGING THE
COMPLAINT

Complaints are encouraged to be in writing unless the circumstances are such that it would be impractical or unreasonable to require a written complaint, e.g., the complainant is hospitalized or physically unable to prepare a written complaint. If a complaint is not made in writing, the College District shall reduce the complaint to writing. The complaint shall describe all incident(s) or action(s), the dates of the incident(s) or action(s) if known, and the names of all witnesses and shall specify a requested remedy. The complaint shall be signed and dated by the person making the complaint.

Upon receipt of a complaint or notice of allegations of sexual misconduct, the Title IX coordinator or designee shall provide written notice to the alleged victim and the accused of their respective rights under College District policy and shall provide a list of community and campus resources, including medical services, mental health services, legal services, victim advocacy, housing assistance, academic support, counseling, and disability services. The notice shall inform the student that he or she may request administrative assistance (such as a change in a class schedule) without filing a formal complaint. The notice shall inform the student of the importance of taking action to preserve evidence such as soiled clothing, photos of injuries, voice messages, text messages, and e-mails.

In emergency situations in which a student is reporting an act of violence or assault that just occurred, is needing medical assistance or treatment, or is experiencing trauma, the Title IX coordinator, dean of student services, or vice president of human resources shall assist the student with obtaining medical transport and with contacting a victim’s advocate or family members, if desired by the student.

Except in instances in which the complaining party has requested complete confidentiality and the Title IX coordinator has determined that confidentiality is permitted under this policy, the Title IX coordinator shall provide written notice to the accused that a complaint has been filed. The notice shall inform the accused of his or her rights under this policy, including the right to a fair, prompt, and impartial investigation. The notice shall inform the accused not to contact the complaining party or to engage in retaliatory actions.

Both the complainant and the accused may be assisted by an adviser of their own choosing during any meetings or proceedings under this policy.

INTERIM REMEDIAL
ACTIONS

Upon receipt of a complaint, the Title IX coordinator or other designated administrator shall determine whether interim action is needed pending completion of an investigation. These interim actions may include issuing a "no-contact" order to the accused, temporarily suspending the accused, allowing the complainant to change academic and extracurricular activities or his or her on-campus working situation as appropriate, or providing a campus escort between classes. When necessary, interim actions may also include providing increased monitoring, supervision, or security at locations or activities where the complainant states the misconduct occurred. The Title IX coordinator shall consult with the complaining party regarding whether interim measures are desired.

THE INVESTIGATION

A formal investigation shall be initiated if a complaint is within the scope of this policy and articulates sufficient specific facts, which if determined to be true, would support a finding that the College District's policy was violated. The College District may decline to process a complaint if the complaint does not describe conduct covered by this policy.

If the complaint is within the scope of this policy, the College District shall commence an investigation regardless of whether a law enforcement agency or other agency is investigating the same allegation.

The Title IX coordinator shall designate an impartial, trained investigator who is not a member of the affected department, e.g., a complaint by a student against an employee shall not be investigated by someone inside the department where the employee works. Depending on the scope of the investigation, more than one investigator may be appointed. In the event of a complaint filed against the Title IX coordinator, the College President shall designate another impartial administrator to fulfill the responsibilities of the Title IX coordinator as stated in this policy.

Barring unusual circumstances, e.g., multiple complaints or a complaint filed the day before the winter break, the investigation shall be completed as promptly as possible, usually within 15 to 60 calendar days. The Title IX coordinator shall provide periodic status updates in writing throughout the investigation process to both the complaining party and the accused.

The investigator shall interview the complainant, the accused, and other individuals determined by the investigator to possess relevant information. The complainant and the accused shall be permitted to provide documentation or other tangible evidence to the investigator.

The investigator shall prepare a written report that states whether a preponderance of evidence establishes a violation of the College District's policies. The investigator shall provide the report to the appropriate College District administrator(s). The appropriate administrator(s) shall determine whether an additional investigation is needed or whether the evidence is sufficient to initiate a disciplinary consequence or other corrective action. The action shall be reasonably calculated to prevent a reoccurrence of the misconduct and/or to ameliorate its impact. The parties will be notified simultaneously and in writing of the disposition of the complaint and the process for appealing an adverse decision.

If the investigation finds a violation by a preponderance of the evidence, the College District must take prompt and effective steps reasonably calculated to end the harassment or violence, eliminate the hostile environment, and prevent its recurrence, including disciplining the accused. The accused may challenge the imposition of discipline. If the accused is a student, the procedures at policy FMA shall be used. If the accused is a College District employee, policy DGBA shall be followed. If the accused employee has been proposed for termination or nonrenewal, then policy DM, DMAA, or DMAB shall apply, depending on the employee's contract status.

In the event of an administrative hearing involving sexual misconduct, both the accused and the complaining party shall have an equal opportunity to participate in the administrative hearing and to be accompanied by an adviser of their choosing.

REVIEW OF DECISION

If either party is dissatisfied with the investigation or the disposition of the complaint, then the party may submit a written appeal to the vice president of academics and student affairs (or other administrator designated by the College President) within five business days of disposition of the complaint. The vice president or his or her designee shall meet with the appealing party within ten business days of receipt of the appeal. If the vice president or designee determines that there may be a reasonable basis for granting

the appeal, then the vice president or designee, before rendering a final decision on the merits of the appeal, shall meet with the other party. The vice president or designee shall issue a written response within five business days of the meeting with the appealing party. The vice president shall provide a copy of the response to both parties. The appeal process described in this paragraph shall not apply to a party who has sought review of the decision under policy FMA, DGBA, DM, DMAA, or DMAB.

All deadlines in this policy may be extended by mutual agreement or for good cause.

If either party is dissatisfied with the disposition of the appeal to the vice president of academic and student affairs, the party may submit a written appeal to the College President within five business days of the date of the written response of the vice president of academic and student affairs. The College President shall meet with the appealing party within ten business days of receipt of the appeal. If the College President determines that there may be a reasonable basis for granting the appeal, then the College President, before rendering a final decision on the merits of the appeal, shall meet with the other party. The College President shall issue a written response within five business days of the meeting with the appealing party. The College President shall provide a copy of the response to both parties.

POTENTIAL REMEDIES
AND SANCTIONS

Remedies and corrective action may include but are not limited to:

1. Suspending or expelling a student or revoking privileges;
2. Terminating or suspending an employee;
3. Changing a policy, procedure, program, or service;
4. Providing an effective escort to ensure that the complainant can move safely between classes and activities;
5. Ensuring the complainant and accused do not share classes or extracurricular activities;
6. Arranging comprehensive, holistic victim services including medical counseling and academic support services, such as tutoring;
7. Arranging for the complainant to have extra time to complete or retake a class or withdraw from a class without an academic or financial penalty;
8. Reviewing and determining whether to set aside any disciplinary actions previously taken against the complainant; and

9. Providing counseling, training, and learning opportunities for the accused to eliminate the inappropriate behavior and hostile environment.

These remedies are separate from, and in addition to, any interim measures that may have been provided during the College District's investigation. Additionally, if the complainant did not seek or declined a specific service or measure at the commencement of the investigation, the complainant retains the option of requesting such services or measures at the conclusion of the investigation.

In some instances, the College District may determine that department-wide or College District-wide actions are necessary to prevent a recurrence of harassment, discrimination, or sexual misconduct. Corrective action may include but is not limited to:

1. Designating an individual from a counseling center, who is specifically trained in providing trauma-informed comprehensive services to victims of sexual violence, to be on call to assist students whenever needed;
2. Training or retraining College District employees on the College District's responsibilities to address allegations of sexual violence and how to conduct Title IX investigations;
3. Developing new or different materials on sexual violence to be distributed to all students and personnel; and
4. Providing targeted training for a group of students if, for example, the sexual violence created a hostile environment in a particular group or organization.

As part of its commitment to the prevention of sexual misconduct, including sexual violence, the Board directs the administration to implement the following measures on an annual or more frequent basis as may be necessary:

1. Offer bystander intervention and sexual violence prevention programs for all students and new personnel that address sexual violence, dating violence, domestic violence, stalking, and sexual harassment;
2. Provide awareness programs and audience-specific programming, initiatives, and strategies that increase knowledge and share information and resources to prevent violence, to promote safety, and to communicate that the College District does not tolerate sexual violence and will respond to any incidents and to any student who reports such incidents;

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3. Provide annual specialized training to College District personnel who have reporting, investigation, or disciplinary functions under this policy;
4. Conduct, in conjunction with student leaders, a campus climate check to assess the effectiveness of efforts to ensure that the school is free from sexual violence, and use that information to inform future proactive steps that the College District will take; and
5. Develop additional protocols for working with local law enforcement.

CONFIDENTIALITY

To the greatest extent possible, the College District shall maintain the confidentiality of records related to investigations of complaints based on discrimination, harassment, and sexual violence. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law. The College District's Title IX coordinator shall be responsible for evaluating a student's request for confidentiality in the context of the College District's responsibility to provide a safe and nondiscriminatory environment for the entire college community. The Title IX coordinator shall make every effort to respect a student's request for confidentiality; however, there are situations in which the College District may be unable to guarantee complete confidentiality in order to meet its Title IX obligations. When weighing a student's request for confidentiality that could preclude a meaningful investigation or potential discipline of the alleged perpetrator, the College District shall consider a range of factors. These factors include circumstances that reasonably suggest there is an increased risk of the alleged perpetrator committing additional acts of sexual violence or other violence against the complaining party or any other person. Factors that may be considered in assessing a student's request for confidentiality include whether the sexual violence was perpetrated with a weapon, whether there were multiple victims or reports by others regarding the same individual, whether the incident involved physical injury or involved the use of drugs or alcohol, whether the accused has a criminal record or a record of prior discipline, the age of the student(s) subjected to the sexual violence, and whether the school possesses other means to obtain relevant evidence (e.g., security cameras, text messages, or physical evidence).

If the College District determines that it must disclose a complainant's identity to an alleged perpetrator, it shall inform the complainant prior to making this disclosure and take whatever interim measures are necessary to protect the complainant and ensure the safety of others. Additionally, when possible, the complainant and the accused shall be informed in advance of any public release of

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information regarding the investigation report. In the event that the College District decides to investigate or impose discipline, the College District shall honor this request and inform the accused that the College District made the decision to go forward.

FEDERAL TIMELY
WARNING
OBLIGATIONS

The College District must issue timely warnings for incidents reported to the College District that pose a substantial threat of bodily harm or danger to members of the campus community. No such warning shall identify a victim or contain information that could do so unless permitted by the victim.

ACCESS TO POLICY
AND PROCEDURES

Information regarding this policy and any accompanying procedures shall be distributed annually to College District employees and students in a manner calculated to provide easy access and wide distribution, including through electronic distribution and inclusion in major College District publications. Information regarding the policy and procedures shall also be prominently published on the College District's website. Copies of the policy and procedures shall be readily available at the College District's administrative offices.

HARASSMENT
PREVENTION
COORDINATORS

The College District designates the following individuals to coordinate the College District's compliance with federal anti-discrimination laws.

ADA / SECTION 504
COORDINATOR

Prevention and investigation of claims under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act:

Name: Fred Scott

Position: Vice President of Administrative Services and CFO

Address: 500 College Drive, Lake Jackson, TX 77566

Telephone: (979) 230-3175

E-mail: fred.scott@brazosport.edu

COORDINATORS
FOR TITLE IX AND
ANY OTHER FORM
OF DISCRIMINATION
AND HARASSMENT

Prevention and investigation of claims of sexual harassment, sexual discrimination, sexual violence, as well as prevention and investigation of any other form of discrimination and harassment:

Name: Marshall S. Campbell

Position: Vice President of Human Resources / Title IX Coordinator

Address: 500 College Drive, Lake Jackson, TX 77566

Telephone: (979) 230-3459

E-mail: marshall.campbell@brazosport.edu

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Name: Kelli Forde Spiers
Position: Student Life Coordinator / Title IX Deputy Coordinator
Address: 500 College Drive, Lake Jackson, TX 77566
Telephone: (979) 230-3355
E-mail: kelli.fordespiers@brazosport.edu

FALSE CLAIMS

Investigations of allegations of harassment, discrimination, or sexual misconduct are serious and often time-consuming endeavors. The College District recognizes that the expenditure of time and resources is necessary to ensure the fair and equitable resolution of complaints. The College District further recognizes that, in rare instances, a complaining party or other individual may misuse the process to disrupt College District operations or to humiliate or harass others. Students and employees who knowingly file false complaints or submit false evidence shall be subject to discipline, up to and including dismissal or expulsion. Before determining that an individual has acted in bad faith and imposing discipline, the Title IX coordinator, in conjunction with other appropriate administrators, shall carefully evaluate the evidence and shall provide the individual an opportunity to respond to the allegation.

AMENDED: 11/16/2015