

TITLE IX

Frequently Asked Questions

Title IX at Baylor College of Medicine

Baylor College of Medicine is committed to maintaining a safe, respectful, and inclusive environment for all students, faculty, staff, and researchers. Title IX is a federal law that protects individuals from discrimination based on sex, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

This FAQ provides clear guidance on your rights, reporting options, and available support.

SECTION 1: Understanding Title IX

What is Title IX?

Title IX is a federal civil rights law that prohibits sex-based discrimination in educational programs and activities receiving federal funding.

Who does Title IX apply to at Baylor?

Title IX protections apply to:

- All Learners
- Faculty
- Staff
- Researchers and trainees
- Applicants and program participants
- Visitors/Patients

What behaviors are prohibited under Title IX?

Prohibited conduct includes:

- Sexual harassment
- Sexual assault
- Dating or domestic violence
- Stalking
- Gender-based discrimination
- Retaliation

SECTION 2: Reporting & Support

How can I report Title IX concern?

You can report concerns through:

- [The Title IX Office](#)
- [Online reporting portal](#)
- Directly to a Title IX Coordinator [✉ title-ix@bcm.edu](mailto:title-ix@bcm.edu) | [☎ 713.798.8137](tel:713.798.8137)

Can I report anonymously?

Yes. Anonymous reports can be submitted through Baylor's reporting system; however, this may limit the institution's ability to investigate fully. Additionally, if you are a BCM employee you have a mandatory requirement under Senate Bill 212 to report to the Title IX Coordinator therefore you cannot be anonymous.

What happens after I make a report?

After a report is received:

1. The Title IX Office reviews the report
2. You are contacted (if not anonymous)
3. Supportive measures are offered
4. An assessment determines next steps (informal resolution or formal investigation)

SECTION 3: Rights & Protections

What are my rights if I report (complainant)?

You have the right to:

- Be treated with respect and dignity
- Receive supportive measures (academic, workplace, safety)
- File a formal complaint
- Be informed of outcomes in formal investigations

What is retaliation?

Retaliation is any adverse action taken against someone for reporting or participating in a Title IX process. It is strictly prohibited at Baylor College of Medicine.

What are the rights of the respondent?

The respondent has the right to:

- Be informed of allegations
- Be treated with respect and dignity
- Receive fair and impartial review
- Present evidence and witnesses
- Be presumed not responsible until a determination is made

SECTION 4: Process & Procedures

What is the investigation process?

A typical process includes:

1. Initial assessment
2. Formal complaint (if applicable)
3. Investigation (interviews, evidence collection)
4. Review and determination
5. Outcome notification
6. Appeal Rights

How long does the process take?

Timelines vary, but Baylor aims to resolve cases promptly while ensuring fairness and thoroughness.

What standard of evidence is used?

Baylor College of Medicine typically uses the preponderance of the evidence standard (more likely than not).

SECTION 5: Resources & Support Services

What support is available?

Supportive measures may include but not limited to:

- Counseling services (*Student and House Staff Mental Health Service or Employee Assistance Program*)
- Academic or workplace adjustments
- No-contact directives
- Safety planning

What is the difference between confidential and non-confidential resources?

Confidential resources:

- Student and House Staff Mental Health Service or Ombuds Office

Non-confidential resources:

- Title IX Office
- Faculty or supervisors (mandatory reporters)

SECTION 6: Faculty & Staff Responsibilities

Who are mandatory reporters?

All faculty and staff (excluding designated confidential resources) are required to report known or suspected Title IX concerns to the Title IX Office.

What should I do if someone discloses an incident to me?

- Listen without judgment
- Do not promise confidentiality
- Inform them of your reporting obligation
- Report **promptly** to the Title IX Office

QUICK ACCESS: If You Need Help Now

- Contact Title IX Office
✉ title-ix@bcm.edu | ☎ 713.798.8137
- Submit a report  online
- Ombudsman Office (*confidential discussions only*)
☎ 713.798.5039 | ✉ ombudsoffice@bcm.edu
 bcm.edu/ombuds
- Access counseling & support services
Student & House Staff Mental Health Service
☎ 713.798.4881 | ✉ student-help@bcm.edu
Academic Live Care (*students only*)
☎ 1.866.349.5575