What is sexual misconduct?
Sexual misconduct is a broad range of behavior that includes but is not limited to sexual harassment, sexual assault, non-consensual sexual contact, sexual exploitation, intimate partner violence (domestic and dating violence), and stalking. Sometimes victims are unsure if what they or their friends experienced was sexual misconduct. If you are unsure, please contact your university Title IX Coordinators. Find your campus Title IX Coordinator with other on-campus resources on the back page of this brochure or visit uhssalutations.com.

What internal policy defines sexual misconduct?
The University of Houston System’s Sexual Misconduct Policy ("Policy") defines and describes prohibited sexual conduct and establishes a procedural mechanism for providing a prompt, fair, and impartial investigation and resolution of complaints of Sexual Misconduct.

A student or employee just reported sexual misconduct to me. Do I have to report that to someone?
It depends. If you are a responsible employee (see below), then yes – you have to report sexual misconduct to your University’s Title IX Coordinator. Go to the back page of this brochure or visit uhssalutations.com to find your University’s Title IX Coordinator.

Who do I report sexual misconduct to?
Your University’s Title IX Coordinator. The Title IX Coordinator is the designated university official with primary responsibility for investigating reports of sexual misconduct. Go to the back of this brochure or visit uhssalutations.com to locate your University’s Title IX Coordinator.

Are there any exemptions?
Your University’s Title IX Coordinator. The Title IX Coordinator is the designated university official with primary responsibility for investigating reports of sexual misconduct. Go to the back of this brochure or visit uhssalutations.com to locate your University’s Title IX Coordinator.

Can I report sexual misconduct anonymously?
If you are a responsible employee, no. If you are a responsible employee, you must report sexual misconduct to your University’s Title IX Coordinator. If you are not a responsible employee, you can report sexual misconduct anonymously through mysafeCampus.com.
Step 1: Empower the Survivor
Prior to a Disclosure: Reveal that you are not a confidential resource. If you believe a student or employee is about to disclose, let them know that they are not alone. “I am here to help, and I am happy to assist you in any way I can. I need to also tell you that if I become aware that sexual misconduct has occurred with you or someone else connected to UH, I am required to inform University staff who are specially trained to respond so that steps can be taken to ensure your safety and the safety of our community. Your privacy will be respected, but if you prefer to talk to someone who does not have an obligation to report, there are other options such as our counseling center.”

“Before you disclose to me what is going on with you, I want to let you know that I am here to help, and I am happy to assist you in any way I can. I need to also tell you that if I become aware that sexual misconduct has occurred with you or someone else connected to UH, I am required to inform University staff who are specially trained to respond so that steps can be taken to ensure your safety and the safety of our community. Your privacy will be respected, but if you prefer to talk to someone who does not have an obligation to report, there are other options such as our counseling center.”

If the survivor desires a confidential resource, please refer them to the resources on the back page of this brochure or go to uhsalutations.com. If you have time, you may even walk with them to the confidential resource. “Your Response.”

The following steps will help you in your response to a person who discloses an incident of sexual misconduct to you.

Step 2: Ask Three Questions
“Are you hurting?” Victims of sexual violence (especially sexual assault and intimate partner violence) often have injuries that require medical attention. If that is the case, even if they do not feel any medical need, it is important that you encourage them to consider receiving medical attention at a doctor’s office, urgent care clinic, or a hospital as soon as possible.

“Are you safe?” To ensure the survivor is safe, ask them. If they are safe, move to the next question. If they are not, please direct them to the Title IX Coordinator. If there is immediate danger, please call your campus police, local police department, or dial 911 and then the Title IX Coordinator (Please see the back page of this brochure to find the contact information for the campus police and Title IX Coordinator). Remember, it is always the victim’s choice whether or not to report to the police.

“What can I do for you?” After the disclosure, the person may have a specific request or accommodation that they were hoping to receive from you (such as an escort to their car or an extension for an assignment) or some other assistance. As provided under the Sexual Misconduct Policy, the Title IX Coordinator can help facilitate interim measures such as these and provide other support resources; many of which can be found at uhsalutations.com/resources.

Step 3: Contact Your Title IX Coordinator
No later than 24 hours after receiving the report of sexual misconduct, you must report it to the University’s Title IX Coordinator who will follow up to the back page of this brochure to find your university’s Title IX Coordinator. Once you have reported to your University’s Title IX Coordinator, you do not need to take further action. Understand, however, that you may be contacted for follow up information as the University proceeds to respond to the report.