Your Rights, Options and Resources
Baylor University takes allegations of sexual violence, assault, dating violence, domestic violence, stalking and other sexually inappropriate conduct seriously and do all we can to have a University environment free of sex-discrimination. We want to make sure that anyone who reports experiences related to such discrimination feels safe, know her or his rights and is aware of all available resources and options to continue to have the opportunity to be successful.

Title IX related experiences are some of the most difficult life-experiences; support and next-steps for all parties can be difficult to navigate. Be assured that I am here to help you because, above all, I care.

If you have any questions or concerns do not hesitate to contact me. Student success at Baylor University is a priority, and we will support your Title IX-related journey with privacy, equity and due process, and most importantly with care.

Sincerely,

Patty Crawford
Title IX Coordinator | Baylor University | Clifton Robinson Tower Suite 285.07
office (254) 710-8454
patty_crawford@baylor.edu | baylor.edu/titleix
DEFINITIONS

Non-Consensual Sexual Penetration (commonly referred to as rape):
Any act of vaginal or anal penetration by a person’s penis, finger, other body part or an object, or oral penetration by a penis, without consent.

Non-Consensual Sexual Contact (commonly referred to as sexual assault): Any sexual touching other than non-consensual sexual penetration without consent. Examples of non-consensual sexual contact may include: genital-genital or oral-genital contact not involving penetration; contact with breasts, buttocks or genital area, including over clothing; removing the clothing of another person; and kissing.

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

• Submission to, or rejection of, such conduct is made implicitly or explicitly a term or condition of instruction, employment or participation in any University activity or benefit;

• Submission to, or rejection of, these behaviors by an individual is used as a basis for evaluation in making academic or personnel decisions; or

• These behaviors are sufficiently severe and/or pervasive to have the effect of unreasonably interfering with an individual’s educational experience, working conditions or living conditions by creating an intimidating, hostile or offensive environment.

Dating Relationship Violence: Acts of violence, threat or intimidation that harm or injure a partner in a current or former dating relationship. These acts may be physical, emotional/psychological, sexual or economic in nature. Dating relationship violence can be a single act or pattern of behavior.

Domestic Violence: Domestic violence under the Title IX policy includes acts of violence, threat or intimidation that harm or injure members of a family or household, when those members have, or have previously had, a sexual relationship. Students are deemed to be in the same “household” when they share access to the same private living space or bathroom.

Stalking: Stalking under the Title IX policy is a course of conduct (i.e., more than one act) directed at a partner in a current or former dating or sexual relationship that would cause a reasonable person to feel fear or the fear for the safety of a third person. Acts that together constitute stalking may be direct actions or may be communicated by a third party, and can include, but are not limited to: threats of harm to self, other or property; pursuing or following; non-consensual (unwanted) communication by any means; unwanted gifts; trespassing; and surveillance or other related types of observation.

Note: All males and females are protected from other students, staff faculty and third parties from these defined categories of Title IX policy violations.
CONFIDENTIALITY

Baylor University will work with you to protect your privacy by sharing information with only those who need to know.

As such, your information may need to be shared with those involved in investigating the incident, those responsible for providing necessary resources and remedies and those responsible for ensuring the public’s safety. You will be protected from retaliation.

When a complainant or a witness shares information with the Title IX staff, the complainant or witness has the option to request for confidentiality or anonymity. Depending on the safety of the complainant or witness, the complainant’s or witness’ wishes for next-steps and the overall campus safety, the Title IX Coordinator will discuss these options case-by-case. The Title IX Office has the strictest privacy protocol with all reporting and investigation information.

Only University employees working within their contractual scope who are licensed, professional counselors of the Baylor Counseling Center, licensed medical professionals at the Baylor Health Clinic, or Baylor’s Chaplain Burt Burleson are able to maintain your complete confidentiality and are not required to convey any information regarding your situation without your consent. All other University employees are required to report names and details of any incident of sexual violence, dating violence, domestic violence and stalking that has been brought to their attention to the Title IX Coordinator or designated Deputy Coordinators for further investigation.

You should discuss your desires regarding the sharing of information with any University employee with whom you speak to ensure you understand their reporting obligations and what information may be shared.

Please note that under federal law, any person that has a reason to believe a person under the age of 18 is a victim to abuse or neglect, including relationship violence or assault, must make a report to the Baylor University Police Department at 254-710-2222 or 9-1-1. This information will be shared with the Texas Department of Child Protective Services.

FIRST STEPS AND OPTIONS

Baylor University does not tolerate sexual violence, sexual assault, dating violence, domestic violence or stalking. If you find yourself in one of these situations, consider the following:

1. Reporting the incident
   There are several reporting options, including reporting to campus or local law enforcement and/or filing a Title IX complaint. Campus authorities will assist in notifying law enforcement if requested. Law enforcement involvement can also be declined.

2. Getting medical attention
   Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases and to determine the existence or extent of physical injury and the treatment thereof. Additionally, forensic evidence can be collected if criminal action is desired or may be desired in the future.

3. Preserving evidence of the incident(s)
   It is important to preserve evidence as it may be necessary in providing proof of criminal domestic violence, dating violence, sexual assault or stalking, or in obtaining a protective order. Evidence is best collected as soon as possible or within 94 hours of the assault. Some people may wish to report rape as a crime, while others may not want to report it. This can be a difficult decision. No one should be forced into making a choice right away.

4. Seeking counseling support
   Self-care is an important part in coping with the event.

For online listing of the resources: visit baylor.edu/titleix, or turn to page 8 of this brochure. If you have additional questions or need further assistance the Title IX coordinator can assist you in navigating all of these resources and options.
RIGHTS OF SEXUAL ASSAULT VICTIMS

Alleged victims of sexual and domestic violence are protected by a number of rights as deemed by the United States Department of Education’s Office of Civil Rights, if they choose to proceed with criminal prosecution, including:

1 You have the right to be:
   (a) treated with fairness, dignity and respect; and
   (b) free from intimidation, harassment and abuse;

2 You have the right to be informed, upon request, when a person who is:
   (a) accused of committing; or
   (b) convicted of committing;
   a crime perpetrated directly against you is released from custody or has escaped.

3 You have the right to confer with a representative of the prosecuting attorney’s office:
   (a) after a crime allegedly committed has been charged;
   (b) before the trial of a crime allegedly committed; and
   (c) before any disposition of a criminal case.
   This right does not include the authority to direct the prosecution of a criminal case.

4 You have the right to have your safety considered when decisions are made concerning pre-trial release from custody of a person accused of committing a crime against you.

5 You have the right to be heard at any proceeding involving sentencing, a post-conviction release decision, or a pre-conviction release decision under a diversion program for treatment of addiction or mental health.

6 If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a pre-sentence report. You have a right to read a Victim’s Pre-sentence Report.

To know more about your federal rights visit baylor.edu/titleix/knowyourrights

UNIVERSITY DISCIPLINARY PROCESS

Baylor University’s disciplinary process includes a prompt, fair, and impartial investigation and resolution process. Investigators and hearing board members are trained annually on the Title IX and VAWA issues related to domestic violence, dating violence, sexual assault and stalking, and taught how to conduct an investigation and hearing process that protects the safety of the complainant and promotes accountability.

The process provides:
- The complainant and the respondent each have the opportunity to be advised by an advisor of their choice, at their expense, at any stage of the process and to be accompanied by that advisor at any meeting or hearing.
- The complainant and the respondent will be notified in writing of the outcome and results of any disciplinary proceedings.
- The complainant and the respondent each have the right to appeal the outcome of the hearing and will be notified in writing of the final outcome after the appeal is resolved.

SANCTIONS, PROTECTIVE MEASURES & INTERIM REMEDIES

Baylor University may impose sanctions on the respondent and/or provide the complainant with protective measures following a final determination on university disciplinary procedures of sexual violence, sexual harassment, domestic violence, dating violence, sexual assault or stalking including:
- Protective measures for a complainant include changes in academic or living situations, counseling, and an order of no contact.
- Possible sanctions against the respondent include suspension or expulsion from the university along with educational outcomes.
- Employees may be subject to discipline, up to and including termination of employment.
- Requests will be reviewed and may be granted if such a request is reasonable, regardless of whether the incident is reported to campus police, local law enforcement or through an internal reporting process.

To learn more about Title IX policies and process, visit baylor.edu/titleix
**MEDICAL SERVICES**
Baylor University Health Services
McLane Student Life Center
2nd floor
209 Speight Avenue
Waco, Texas 76706
Phone: 254-710-1010

Providence Hospital
6901 Medical Parkway
Waco, TX 76712
Phone: 254-751-4180

Baylor Scott & White – Hillcrest Hospital
100 Hillcrest Medical Blvd.
Waco, TX 76712
Phone: 254-202-2000

**COUNSELING SERVICES**
Baylor University Health Services
Counseling Center
2nd floor of the McLane Student Life Center
Phone: 254-710-2467
24-hour crisis on-call 254-751-8482
counseling_center@baylor.edu

Waco Family Abuse Center
24 Hour Hotline
Phone: 800-283-8401
familyabusecenter.org
  • Counseling – Free
  • Legal Counsel – Free
  • Housing Assistance

**ACADEMIC SUPPORT RESOURCES**
Paul L. Foster Success Center
Access & Learning Accomodation
Sid Richardson, West I 8-5 M-F
OALA@Baylor.edu
Phone: 254-710-3605

Academic Support Programs
Sid Richardson, West I 8-5 M-F
academic_support@baylor.edu
Phone: 254-710-8696

**PSYCHOLOGICAL ASSISTANCE**
If you are having a psychological crisis and need assistance, please call the following numbers in the Waco community:

- MHMR
  254-752-3451 & select Crisis Option

- DePaul Center
  254-776-5970

- Advocacy Center for Crime Victims Crisis Hotline
  254-752-7233 or
toll free 888-867-7233

**SPIRITUAL SERVICES**
Office of Spiritual Life
Chaplain Burt Burleson
254-710-3517

**STUDENT FINANCIAL SERVICES, BAYLOR**
Office of Financial Aid
Clifton Robinson Tower Suite 150
254-710-2611

**OTHER COMMUNITY RESOURCES**
Protective Orders: McLennan County Clerk’s Office
15 N. 5th St., Room 223-A
Waco, Texas 76701

**OTHER UNIVERSITY RESOURCES**
Other advocate resources may be available through:
Associate Vice President of Student Life
254-710-1314

**REPORTING**

- Law Enforcement
  Baylor University Police Department
  Responds to incidents on campus
  254-710-2222

- Waco Police Department
  Responds to incidents in the city of Waco
  254-750-7500

- McLennan County Sheriff’s Office
  Responds to incidents in McLennan County
  254-757-5110

**WHAT IS THE BAYLOR UNIVERSITY TITLE IX OFFICE?**
The Title IX Coordinator’s Office provides information regarding resources (including interim measures), reporting options, rights, policies and procedures.

**WHAT IS AN INTERIM MEASURE?**
Assistance in changing academic, living, transportation, and/or work situations, may be requested.

**WHY GO TO THE TITLE IX OFFICE?**
For more information on policies, procedures, reporting, support and resources, visit the Title IX website baylor.edu/titleix

*Anonymous reporting also available on website, baylor.edu/titleix via ethics point

**HOW TO CONTACT THE TITLE IX COORDINATOR**
Patty Crawford | Title IX Coordinator
Clifton Robinson Tower Suite 285.07
254-710-8454 | baylor.edu/titleix
If you or someone you encounter has an emergency situation
Call 9-1-1

TITLE IX OFFICE – HERE TO HELP!
Baylor University
Clifton Robinson Tower Suite 285.07
(254) 710-8454
baylor.edu/titleix

BAYLOR UNIVERSITY IS COMMITTED TO providing a safe
and nondiscriminatory environment for our students, staff, and
faculty. To this end, the University takes seriously allegations
of sexual violence, including sexual harassment, sexual assault
and other forms of interpersonal violence including stalking,
domestic violence and dating violence. Baylor University seeks
to keep all students, staff and faculty informed of the resources
available to them to help prevent or, if the situation warrants,
report and respond to an incident of sexual violence.