

Title IX Annual Report

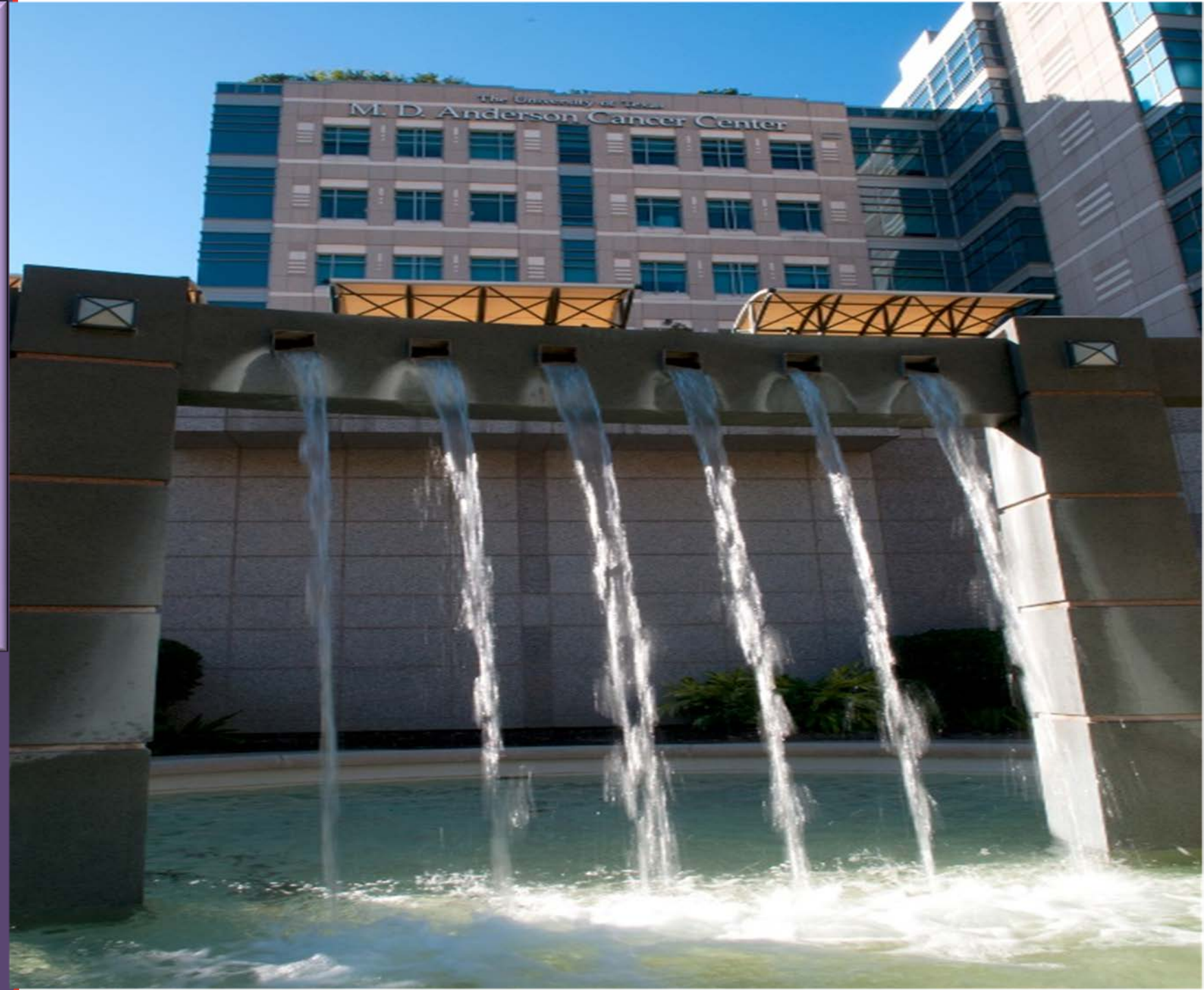
Sexual Misconduct Claims Activity

January 1, 2020 – August 31, 2020

Sheri Wakefield
Director, EEO & HR Regulations and
Title IX Coordinator
October 1, 2020

THE UNIVERSITY OF TEXAS
**MD Anderson
Cancer Center**

Making Cancer History®



Title IX Annual Report

(January 1 – August 31, 2020)

Overview

- This report highlights The University of Texas MD Anderson Cancer Center's efforts to prevent and respond to incidents of sex discrimination, sexual harassment, interpersonal violence (including dating and domestic violence), sexual assaults, sexual misconduct, stalking, and other Title IX-related allegations.
- This report is a collaborative effort made by many institutional partners to provide continued awareness, context, and transparency to the institution's policies, processes, education, and resources in relation to Title IX.
- For more information about Title IX, or to obtain reporting options, support resources, and training opportunities, please contact:

Title IX Office: 832-750-0550

Title IX Coordinator: 713-745-6174

Email: eeogroup@mdanderson.org

Website: <https://www.mdanderson.org/about-md-anderson/business-legal/legal-and-policy/legal-statements/title-ix.html>

Report a Claim: [Title IX Report Form](#)

Title IX Annual Report

(January 1 – August 31, 2020)

Staff

- **Sheri Wakefield**, Director of EEO and HR Regulations and Title IX Coordinator
- ***Title IX Staff***
 - **Delana August**, HR Specialist – EEO and HR Regulations
 - **Susan Calderone**, HR Specialist – EEO and HR Regulations
 - **Pleshette Cook**, HR Specialist – EEO and HR Regulations
 - **Kelly Farrell**, HR Specialist – EEO and HR Regulations
 - **Jackie Greene**, HR Specialist – EEO and HR Regulations
 - **Inez Rodriguez**, Associate HR Specialist – EEO and HR Regulations
 - **Lydia Lizarondo**, Sr. Human Resources Representative – EEO and HR Regulations
- ***Contact Information***
 - Email:** eeogroup@mdanderson.org
 - Phone:** 832-750-5500
 - Fax:** 713-792-8515
- ***Office Location***
 - Mid-Campus Building 1 (1MC6.3216)
 - 7007 Bertner Avenue
 - Houston, TX 77030-4009
- ***Mailing Address***
 - MD Anderson Cancer Center
 - HR Strategic Partners
 - 1515 Holcombe Blvd. Unit 1612
 - Houston, TX 77030-4009

Title IX Annual Report – Title IX & Sexual Misconduct Training (FY20)

School of Health Professions Student Orientation

(Completed Online: August 2020 due to COVID-19 operations)

GME Orientation Training

(Completed Online: July & August 2020 due to COVID-19 operations)

Institutional Employment Law & Practices Training (ELPT)

(May – July 2020)

24,014 student & workforce members were provided online training to include basics of EEO, Title IX and Clery - 96.1% completion rate

Institutional Employment Education Event (EEE)

(May – July 2020)

20,518 student & workforce members were provided online training to include basics of EEO, Title IX and Clery – 98.3% completion rate

SB 212

(3) Institutional Townhall Training - Live Streamed to the institution

(November 2019)

Ad hoc Division/Department Trainings as requested (36)

November 2019 – August 2020

Additionally - Online SB Training Modules – 95% completion rate

Title IX Annual Summary Data Report

2019 – 2020 Academic Year: January 1, 2020¹ through August 31, 2020

Texas Education Code, Section 51.252

Number of reports received under Section 51.252²	50
Number of confidential reports ³ under Section 51.252	0
Number of investigations conducted under Section 51.252	19
Disposition ⁴ of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation ⁵	10
b. Concluded, with Employee Disciplinary Sanction	6
c. Concluded, with Student Disciplinary Sanction	0
d. SUBTOTAL	16
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process ⁶	41

Texas Education Code, Section 51.255

Number of reports received that include allegations of an employee’s failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c) :	
a. Employee Termination	N/A
b. Institutional intent to termination, in lieu of employee resignation	N/A

¹January 1, 2020 is the effective date of the state statute for the purposes of complying with the Title IX Coordinator reporting requirements under TEC, Section 51.253(a).

² Reports made by students and all other non-employees (including incidents under 19 Tex. Admin. Code Section 3.5(d)(3)) are excluded from Appendix A. Additionally, if a Title IX Coordinator or Deputy Coordinator determines that the type of incident described in a report, as alleged, does not constitute “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined in the TEC, Section 51.251, the report is excluded from Appendix A. It is the responsibility of the Title IX Coordinator or Deputy Title IX Coordinator to assess each report received and determine whether it is properly included in this report, and if so, to correctly identify the type of incident.

³“Number of confidential reports” is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office (e.g. Counseling Center, Student Health Center, Victim Advocate for Students, or Student Ombuds).

⁴“Disposition” means “final result under the institution’s disciplinary process” as defined in the Texas Higher Education Coordinating Board’s (THECB) rules for TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed until the final result is rendered.

⁵“No Finding of a Policy Violation” in this section refers to instances where there is no finding of responsibility after a hearing or an appeal process; investigations completed with a preponderance of evidence not met are excluded since it would not have moved forward into a disciplinary process.

⁶The institution may have determined “not to initiate a disciplinary process.” The reasons for not initiating a discipline process can include, but are not limited to: case dismissal; insufficient information to investigate; confidential employee reporting (no identifiable information); the respondent’s identity was unknown or not reported; the respondent was not university-affiliated; the complainant requested the institution not investigate the report; informal resolution was completed; investigation is ongoing; or investigation was completed with a preponderance of evidence not met.

Title IX Annual Summary Data Report

2019 – 2020 Academic Year: January 1, 2020¹ through August 31, 2020

1
Student
Reports in
academic year
2019 - 2020



0 Informal Resolution Process



1 - Formal Resolution/Investigative Process (1 - Substantiated violation Sexual Misconduct Prevention Policy ADM025)

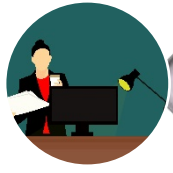


0 – Violations General Misconduct (Institutional Code of Conduct)
0 – Dismissal/Administrative Closures

49
Workforce
Member
Reports in
academic year
2019 – 2020



10 Informal Resolution Process



19 Formal Resolution/Investigative Process (3 ongoing as of August 31, 2020)
6 – Substantiated violations – Sexual Misconduct Prevention Policy (ADM0285)



0 – Violations General Misconduct (Institutional Code of Conduct)
21 – Dismissals/Administrative Closures