

Faculty and Staff: New Texas Reporting Laws effective 1 January 2020

Many members of the UTRGV community have had questions about the new mandated reporting laws for IHEs in Texas. This document is intended to assist in understanding how to report incidents of sexual violence* (which includes sexual assault, dating violence, stalking, and sexual harassment) and how to find more information. [much of this is adapted from the THECB guidance available through the link below.]

All employees must report to the institution's Title IX coordinator or deputy coordinator as promptly as possible, and as much information as possible, regarding:**

- **Observations witnessed or information received while in the course and scope of their employment that the employee reasonably believes constitutes and incident of sexual harassment, sexual assault, dating violence, or stalking* and that is**
- **Committed by or against: a student who was enrolled at the institution at the time of incident or an employee who was employed by the institution at the time of the incident**

Reports must be made directly to the Title IX Coordinator or to a Deputy Title IX Coordinator through the online form: [Reporting form](#)

*Keep in mind faculty and staff must report ALL forms of sexual misconduct (including domestic violence and family violence) pursuant to our local policy, not just what is mandated under the new Texas reporting laws (see [ADM 03-300](#)).

**Four categories of employees/situations are expected from mandatory reporting: 1-confidential employees (these have limited disclosure requirements); 2-victims themselves (you don't have to report on yourself); 3-if information is disclosed at a public/sexual awareness misconduct event, it doesn't have to be reported; 4-there is somewhat of an exemption for student employees, but UTRGV lists them as mandated reporters while in their work capacity, and so this exemption is not thoroughgoing.

Important Links and Resources:

[OAVP](#) (a confidential resource for answering questions, or for assistance for those who have experienced violence victimization – oavp@utrgv.edu)

[OTIXEO](#) (UTRGV's Office of Title IX & Equal Opportunity – oversees implementation of Title IX)

Log into [KnowBe4](#) to find relevant and required trainings

[THECB](#) guidance on Title IX (includes links to all relevant background material and legislation)