



September 7, 2023

Dear SMU Community,

SMU continues to work on multiple fronts to eliminate sexual harassment, provide care and support to those who experience it, and hold violators accountable while treating all parties fairly. As part of that commitment, each semester we share important information about sexual harassment resources, policies and procedures that promote the safety and well-being of all members of the SMU community.

All forms of sexual harassment – including sexual assault, dating violence, domestic violence and stalking – are violations of University policy, state law and the federal law Title IX of the Education Amendments of 1972. In addition, sexual assault and relationship violence are crimes punishable by imprisonment under Texas law. SMU will not tolerate sexual harassment in any form and will vigorously enforce our University policies and support state and federal laws.

Please review the [\*\*SMU Title IX Sexual Harassment Policy\*\*](#), which is also available on the [\*\*Office of Institutional Access and Equity \(IAE\) website\*\*](#) along with additional resources and information. You may reach the SMU Title IX Coordinator Samantha Thomas by calling 214-768-3601, emailing [\*\*accessequity@smu.edu\*\*](mailto:accessequity@smu.edu) or visiting the IAE office in the Perkins Administration Building, Room 204, to ask questions about or report sexual harassment.

## **Help is available**

Anyone who experiences sexual harassment should seek help as soon as possible. Contact any of these resources – [SMU Police](#), the [SMU Title IX Coordinator and Deputy Coordinators](#), [Office of the Dean of Students](#), confidential counselors at [SMU Counseling Services](#) and confidential pastoral support at the [SMU Chaplain's Office](#) – for more information on campus and community support and options, including pursuing criminal charges and/or SMU's internal grievance process. Additional information about resources for [students](#) and [faculty and staff](#), including the [Employee Assistance Program](#), is available online.

SMU has added another on-campus resource for students who have experienced sexual assault. Access to a [Sexual Assault Nurse Examiner \(SANE\) is available 24/7 at the Dr. Bob Smith Health Center](#) at no charge by calling 800-886-7273.

## **Mandatory reporting**

If you are a faculty or staff member and receive a report of sexual harassment from students, other employees or campus visitors, please remember that you are a mandatory reporter and **must notify the SMU Title IX Coordinator**. Under Texas law, failure to make a report may result in criminal penalties and termination of employment. This requirement applies to all employees, including confidential counselors in Counseling Services and confidential pastoral support in the Chaplain's Office, although these employees are only required to report the type of incident without including any information that would violate a student's expectation of privacy. Please consult Section 6 of the [Title IX Sexual Harassment Policy](#) for more information.

By being aware of SMU resources and policies, each of us can contribute to our campus's ongoing efforts to prevent sexual

harassment. Please visit [smu.edu/sexualharassment](https://smu.edu/sexualharassment) for more information.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Gerald Turner". The signature is fluid and cursive, with the first name "R." and last name "Turner" clearly legible.

R. Gerald Turner  
SMU President

#### **SMU Statement of Nondiscrimination**

Southern Methodist University (SMU) will not discriminate in any employment practice, education program, education activity, or admissions on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or veteran status. SMU's commitment to equal opportunity includes nondiscrimination on the basis of sexual orientation and gender identity and expression. The Executive Director for Access and Equity/Title IX<sup>1</sup> Coordinator is designated to handle inquiries regarding the nondiscrimination policies, including the prohibition of sex discrimination under Title IX. The Executive Director/Title IX Coordinator may be reached at the Perkins Administration Building, Room 204, 6425 Boaz Lane, Dallas, TX 75205, 214-768-3601, [accessequity@smu.edu](mailto:accessequity@smu.edu). Inquiries regarding the application of Title IX may also be directed to the Assistant Secretary for Civil Rights of the U.S. Department of Education.

<sup>1</sup> Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688.