

BRANIFF GRADUATE SCHOOL OF LIBERAL ARTS

MASTER'S AND CERTIFICATE PROGRAMS

STUDENT HANDBOOK

2022–2023

TABLE OF CONTENTS

Forward	2
Mission	3
The Master’s and Certificate Programs	3
General Program Requirements	3
Student Absences.....	3
Time Limit.....	3
Grade Point Average (GPA).....	4
Comprehensive Examinations.....	4
Language Requirement.....	4
M.A. Thesis.....	5
Scholarship	5
Other Policies	6
Incomplete Grades (I).....	6
Classification of Students.....	6
Change of Programs.....	6
Transfer of Graduate Credits.....	6
Candidacy.....	7
Non-Credit Matriculation (Reading Courses).....	7
Deadlines.....	7
Repeat and Cancel Policy.....	7
Academic Review Policy.....	7
Academic Dismissal Appeal Process.....	8
Academic Honesty	8
Plagiarism.....	9
Cheating.....	10
University Unlawful Discrimination and Harassment Policy	10
Appendix – Checklist for Master’s Degree Application	13

FOREWORD

The University of Dallas is an equal opportunity, co-educational and Catholic institution of higher learning. It is open to students and faculty of all faiths and does not discriminate in admissions or employment on the basis of race, color, sex, age, handicap, or national origin. Every effort has been made to include in this handbook information that, at the time of printing, most accurately and pertinently represents the Master's programs. However, the provisions of this handbook are subject to change by the University without notice and do not constitute a contract between any student and the University of Dallas.

As a private institution the University explicitly reserves the right to judge whether it is in the best interests of the institution that a student be allowed to continue affiliation and may, for reasons deemed sufficient by the University itself, discontinue affiliation. By registering, the student concedes to the University the right to require withdrawal whenever it deems withdrawal necessary.

Students are responsible for familiarizing themselves with all policies and for complying with all procedures in this *Handbook*, the current University *Bulletin*, and the current University of Dallas Student Handbook. The Student Handbook may be obtained from the Office of Student Life, Haggar Center.

MISSION

The Master's programs in the Braniff Graduate School of Liberal Arts are an expression of the University of Dallas's overarching mission. The motto, stated in the University's seal, *Veritatem, Justitiam Diligite* (Cherish Truth and Justice), is seen in part as a charge to recover and renew the Western heritage of liberal education and the Christian intellectual tradition. Towards this end, the University constitutes itself as an intellectual center where the principles of Western liberal learning and the habits of Christian reflection are examined and cultivated at their deepest level. Students, many of whom will take positions of leadership in their communities, are formed by their participation in their graduate liberal arts program.

Many of the school's graduates will seek careers as teachers and scholars at various levels of academic life. Others will bring the enlargement of mind acquired in their studies to bear on the issues taken up in their subsequent professional lives in fields as diverse as law, civil service, the priesthood, and artistic creation. Still others will taste the fruit of their education as they exercise their influence as citizens, friends, and members of their families through judgments that have been perfected in the habits of liberal learning.

THE MASTER'S AND CERTIFICATE PROGRAMS

The Braniff Graduate School of Liberal Arts currently supports over 20 Master's programs. They include the Master of American Studies (MAS); the Master of Fine Arts in Art (MFA); the Master of Arts (MA) in Art, Classics, English, Humanities, Philosophy, Politics, Psychology, Teaching, and Theology; the Master of Catechetical Ministry (MCM), of Catholic School Leadership (MCSL), of Classics (MC), of Divinity (MDiv), English (ME), Humanities (MHM), Pastoral Ministry (MPM), Philosophy (MPH), Politics (MP), Psychology (MPS), Theological Studies (MTS), and Theology (MTH).

The graduate school also supports the following certificates: Alternative Teacher Certificate (ATC), Catholic Teacher Certificate (CTC), and the Certificates in Catholic School Leadership (CCSL), in Classical Learning (CCL), and in Leadership (CLDR).

GENERAL PROGRAM REQUIREMENTS

(For the specific certificate or degree requirements for your program, please consult the online version of the *Bulletin* for this, your, year of matriculation.)

Student Absences

Regular class attendance of graduate students is fundamental to success in the programs of the Braniff Graduate School of Liberals Arts. Therefore graduate students are expected to attend all scheduled classes and to satisfy all course requirements within the time limits established by their professors, unless prevented from doing so by extraordinary circumstances such as serious illness. In the case of extraordinary circumstances, students must inform the instructor at the earliest opportunity. Absence from class does not excuse students from completing course assignments or meeting course requirements, and it is the student's responsibility to initiate discussion about how and when missed work can be made up.

A professor who deems that a student has been excessively absent during the first half of the semester may recommend that the student withdraw from the course. If a student misses six or more hours of class time in a semester, a professor may assign a grade of FA (failure due to absence), or depending on the student's academic performance, a grade of F. Ultimately the instructor has discretion over the assessment of class attendance and its contribution to the final grade for the course. Students are encouraged to review the attendance policies instructors set out in their syllabi.

Time Limit

All Master's and M.A. requirements are to be satisfied within *six years* of the date the student begins course work in the program. Periods for which a Leave of Absence is requested and granted are not counted toward the limit.

Any extensions to the limit must be formally requested of and granted by the Graduate Dean. Students who have not completed requirements within the time limit will be withdrawn from the program.

Grade Point Average (GPA)

No course for which a grade lower than C (2.00) is earned will satisfy program degree requirements.

A minimum cumulative grade point average of 3.00 is required for graduation from all Master's programs. (A minimum of 2.7 is required to earn the Catholic Teacher Certificate.) In courses in which a grade lower than C (2.00) is given, the grade will count for determining the grade point average but will not satisfy course requirements. Only grades for required course work will be figured in determining the GPA graduation requirement. However, all grades received in approved prerequisite course work will be figured in determining GPA levels for both scholarship continuance and eligibility to continue in a given program.

Comprehensive Examinations

Comprehensive Examinations cannot be administered before the student has completed all required course work with a cumulative grade point average of 3.00. The exam should be taken by the end of the semester following the satisfactory completion of all course requirements. Students must enroll in a Comprehensive Exam course through their Graduate Director at the beginning of the semester in which they will take the exam.

Language Requirement

Students must submit a Foreign Language Requirement Approval Form to the Braniff Graduate Office before attempting to satisfy the language requirement through any means. They may fulfill the language requirement in one of four ways.

- 1) Through coursework:
 - a) Take the Reading Knowledge sequence in German, French, or Italian, i.e. MCTF or MCTG 5311 and 5312 or MCTI 5338 and 5339 and pass the second course with a grade of B (3.0) or higher. If you already have some proficiency in these languages, you may take only the second course. Note that these courses are recorded on your transcript, but not typically counted for graduate credit.
 - b) Complete the UD undergraduate language sequence in the language, including First-Year and Second-Year courses.
 - c) By taking an upper level (3000+) course (other than the special reading courses) at the University of Dallas in the literature of the language in question and by passing with a grade of B (3.0) or better. Students entering the Master's program with a bachelor's degree from the University of Dallas may fulfill the requirement—with the approval of the Classics Department—with such a course taken at the University no more than three years prior to admission into the Master's program.
- 2) In the Modern Languages, by taking and passing a written translation exam. Students can express a preference for the area or author in or on which they would prefer to be tested, but the Modern Languages Department will make the choice of the work and the passages to be included.
- 3) In the classical languages only, by passing an examination prepared by the Classics Department a primary text that is pertinent to the student's program and relevant to the student's planned thesis. The student, with the consent of the Graduate Director and the Graduate Dean, will choose a portion of approximately 500 lines or 5000 words in a text in classical Greek or Latin. The Classics Department will create an exam from this text, asking the student, for example, to identify the syntax of underlined words.
- 4) In the M.A. Theology program only, students may, with the approval of the Program Director, satisfy the requirement by both submitting an exact translation in fluent English of a 12–15-page excerpt from previously untranslated material pertinent to the student's work and passing an oral examination in the grammar and content of the translation.

It is possible for remote students, with the agreement of the relevant Department, to take a language examination with a proctor.

In some cases, where the student's thesis requires proficiency in a language other than the normal five (for example, in dealing with Cervantes or Dostoevsky), another modern language may be substituted for German, French, or Italian. No one is allowed to do a thesis on a topic whose major texts are in a language in which the student has not attained reading proficiency.

The Foreign Language Requirement Approval Form requires the approval of the Program Director and Graduate Dean, and, if applicable, the language examiner.

All grades earned for foreign language courses at the 1000 to 3000 levels will be recorded on the transcript but will not be included in determining the grade point average. 3000-level courses can be cross-listed as graduate courses. Only language courses at the 5000 level or above, not including Reading Knowledge courses, may be counted for course credit towards a graduate degree.

Master of Arts Thesis

The M.A. student must complete all course work (with a GPA of at least 3.0), the comprehensive examination, and fulfill the language requirement **before** enrolling in the six-credit hour Thesis Research course.

Before registering for the Thesis Research course, submit a Master's Thesis Proposal Approval form (available in the Graduate Office) along with the recommendation of the Program Director to the Graduate Dean. The Proposal cannot be given final approval nor can readers be assigned until the student has passed the Comprehensive Exam.

Submit a thesis that meets the approval of the student's thesis committee, which will have been appointed by the Graduate Dean upon approval of the Thesis Proposal.

Adhere to the formatting guide found in the Master's Thesis Handbook.

Submit a digital copy of the final thesis to UDigital Commons and ProQuest. (Physical copies can be ordered through ProQuest.)

SCHOLARSHIP

Scholarships are awarded on the basis of academic achievement for a period of one academic year and are renewable annually.

Scholarship support can be applied toward tuition for (a) required course work and (b) up to twelve credit hours of undergraduate prerequisites where this is established as part of the student's degree program under the recommendation of the Program Director and approved by the Graduate Dean. Scholarship cannot be applied toward retakes of or substitutions for courses in which the grade of permanent I or a grade lower than a C (2.0) was earned.

N.B. Retakes and substitutions are not a right; they *may* be granted under extraordinary circumstances.

A cumulative grade point average of 3.3 is required for continuance of scholarship support in the master's program in Classics, English, Philosophy, Politics, Psychology, and Theology. A 3.0 GPA is required for continuance of scholarship support in the master's program in American Studies, Art, Humanities, and Leadership.

OTHER POLICIES

Incomplete (I) Grades

The "I" (incomplete) grade should be used sparingly. All incomplete grades now require a contract between the student and the faculty member teaching the course, using the Form 120, available through the Registrar's Office webpage. That contract establishes due dates and specifies the work required to complete the course.

When work is submitted by the due date specified on the contract, the "I" is only slashed over. If work is not completed on time, the "I" grade will either become permanent (I*) or will be changed to some other grade, at the teacher's discretion, to reflect work completed.

Braniff Graduate School scholarships will **not** cover the re-taking of courses in which a permanent incomplete (I*) was earned.

Classification of Students

Full-time students -- students enrolled for a minimum of 9 credit hours per semester.

Part-time students -- students enrolled for fewer than 9 credit hours per semester. (N.B., The federal government treats 6 credit hours as full-time.)

Non-Degree Seeking -- students accepted into the Braniff Graduate School of Liberal Arts for the purpose of enrolling in courses but not admitted into a degree-granting program. If at any time Special Students wish to become candidates for a graduate degree, they should apply for regular admission into one of the degree programs. If subsequently accepted, only nine hours earned as a Non-Degree Seeking Student may be transferred toward the degree.

Active student -- An active student is a student who has taken at least one course in two semesters within the last year.

Change of Program

Students accepted into one program cannot transfer into another program without submitting a **new** application. Should they be admitted into another program in Braniff, the privileges they enjoyed (e.g., grants, scholarship, and the like) in the previous program will not necessarily be continued.

Transfer of Graduate Credits

Transfer of graduate credits earned at other institutions is subject to specific conditions. Courses for which transferred credit is accepted must be comparable to UD course offerings and must directly pertain to the student's current program of studies. They are accepted only from accredited universities. When petitions are honored, no more than six hours may be transferred into Master's programs of up to 42 credit hours. No more than nine credit hours may be transferred into Master's programs of 43 credit hours and higher up to the 66-credit hour IPS program. Transfer credit for the 120-credit hour M.Div. program is not subject to the same constraints. Courses must have been taken within the six years prior to entering the UD program and must have a grade of **B or better**. Requests for transfer credit should be submitted to the Program Director and must be approved by the Program Director and Graduate Dean. Pass/fail courses may not be transferred.

Students who have already entered a Master's program at the University of Dallas must get prior approval from the Graduate Dean before taking courses at another institution for transfer of credits. In making this request, students must submit to the Program Director a syllabus or official course descriptions for each course they wish transferred along with a copy of their official transcript, which is on file in the Graduate Office. Petition for transfer credit may be made any time after one full-time semester or after nine credit hours, whichever comes first. All

students must take a minimum of **15** credit hours of course work on campus, with the exception of Master of Humanities students who must take at least **18** credit hours.

Candidacy

In all the Master of Arts Programs (except Art) the students become degree candidates after successfully passing the comprehensive examinations. In Art, students apply for candidacy and formal acceptance into the program after successful completion of nine to fifteen credit hours. For other Master's programs consult the *Bulletin*.

Non-Credit Matriculation (Reading Courses)

Graduate Readings courses serve several purposes: they enable students to maintain full-time status when they near the end of their studies, defer loans, maintain use of the library, and, above all, enable the student to be recognized as a student when it is time to graduate. Students who are not enrolled in regular courses are required to be enrolled at least in Graduate Readings (if not in Thesis Research courses) for **at least two out of three semesters** during an academic year. Readings courses indicate to the Braniff Graduate School that the student still intends to graduate. When students discontinue enrolling in Readings courses and seek to restart their studies, they will be required to re-apply with a special fee.

Deadlines

Please see the UD web page, "Braniff Student Resources" (<https://udallas.edu/braniff/student-resources/index.php>) for a listing of the deadlines for completion of degree requirements. The student is responsible for knowing and meeting these deadlines.

Repeat and Cancel Policy

- 1) In case of a repeated course, the lower grade is excluded from units attempted and from the cumulative GPA. The lower grade remains permanent in the student's academic record but is annotated as being excluded from GPA calculations and from any credits that may have been earned.
- 2) Repeat and Cancel may be used only on courses taken and repeated at the University of Dallas.
- 3) Repeat and Cancel may be used for up to a total of 3 credits for a 30 to 36 credit degree, 6 credits for degrees up to 66 credits, and 12 credits for the M.Div.'s 120 credit hours, taken at the University of Dallas.
- 4) Repeat and Cancel may be used only on courses with grades below B-.
- 5) A student may repeat a course for credit only once using this policy.

For graduate students, UD counts the first grade earned in a course if the grade is at least B-. In all cases invoking this repeat and cancel policy, the second instance of the course is calculated in the grade point average and hours for a degree. The student may not repeat a course for additional hours toward a degree unless the catalog description specifically states that the course may be repeated for credit.

Academic Review Policy

Satisfactory status will be granted if all admission requirements have been met, a minimum grade point average of 3.000 has been attained (unless otherwise stated on your admission agreement) and required coursework has been successfully completed.

N.B., Student GPA and grades will be checked to determine status at the end of every semester. The Dean may place a limit on the number of courses a student is able to enroll in each semester if a student's grades or GPA warrant this. Notification regarding warning, probation, or dismissal will be sent to a student's UD email account.

Warning status will be assigned to those students after their first term of enrollment who meet one or more of the following:

- Earn two or more grades of B- or below
- Have a cumulative GPA below 3.000

Probation and dismissal criteria have precedence over warning status.

Probation will be assigned to students who meet one or more of the following:

- Earn three grades of C+ or below
- Earn one failing grade (C- and below)
- Have a cumulative GPA between 2.500 and 3.000

A student is allowed 6 credit hours to clear probation. If after completing 6 credit hours, the situation has not been resolved, then the student shall be **dismissed**.

Students who are on probation may not apply for graduation or take a Capstone or Practicum course until probationary status has been cleared. Probation and dismissal criteria have precedence over warning status.

- Students who meet one or more of the following will be subject to dismissal:
- Two or more failing grades (C- and below)
- Four or more grades of C+ or below
- Two or more grades of C+ or below and one failing grade (C- and below)
- A cumulative GPA of 2.499 or below

Dismissal criteria have precedence over probationary status. For example, if a student receives two grades of C+ or below and one failing grade he or she is subject to dismissal without a probationary period.

Academic Dismissal Appeal Process

Students have the right to appeal an academic dismissal by means of a hearing before the Braniff Dean, their program director, and a second Braniff program director appointed by the Braniff Dean. Such requests must be filed within seven (7) business days of the date of the dismissal notice.

In order to appeal a dismissal, a student must submit a dated letter to the Dean and Program Director that contains:

- full name
- explanation of academic performance (please note that valid reasons for an appeal are as follows: access to course or course resources or other circumstances that caused extraordinary impediment to student performance)
- attach supporting documentation, if necessary (only documentation submitted with this form will be accepted for the appeal; later submissions will not be accepted)

The student will be contacted to schedule a time to appear before the Dean and Program Directors who comprise the Appeals Board. If possible, the student should arrange to attend the meeting. The Program Director will recommend a course of action to the Dean who may either accept or reject the recommendation. The Dean's decision is final.

Should a student be dismissed for a second time then that dismissal is final with no option to appeal unless there has been an alleged violation of the student's right to due process in grading or course participation or breach of published university policies or procedures.

Academic Honesty

The University is a community dedicated to learning and research, both of which include the transmission of knowledge. In striving to learn, we are often dependent on what others have achieved and thus become indebted to them. Courtesy, gratitude and justice require that we make public our reliance on and use of the ideas and writings of others. At the time of matriculation at UD, all students are informed of the honor code as described below and asked to sign a card indicating their understanding of it.

Plagiarism

An attempt to claim ideas or writings that originate with others as one's own is a serious offense against the academic community. Plagiarism is not mitigated by a paraphrase or even by an extensive rewriting of another's work. Whenever ideas or words are borrowed, the student must give credit by citing the source. The same principle of honesty applies to the use of modern technologies like the computer—sources of information must be accurately credited.

A student who submits plagiarized work is subject to disciplinary action. An instructor who discovers that plagiarized work has been submitted in fulfillment of course requirements shall immediately inform the student, allowing him or her the chance to explain the circumstances. If after conferring with the student, the instructor still considers the student's work to be plagiarized, then the instructor will compile the materials of the case, including the piece of work that may have been plagiarized, any sources from which the student plagiarized and a report of the instructor's conversation with the student. He will submit these materials to the Braniff Graduate Dean.

If the student acknowledges in writing that he or she plagiarized, the case does not go to an Academic Disciplinary Committee. Instead, the instructor assigns a grade on the work and a grade in the course, up to and including failure in the course. The Graduate Dean reviews the case and decides on a penalty beyond the grade, according to the procedure described below.

If the student does not acknowledge the plagiarism, the Graduate Dean will submit the case, with all relevant materials, to the Braniff Academic Discipline Committee. That committee will conduct its own investigation and will hold a hearing at which the student, without counsel, will be invited to present his or her case and to respond to the committee's questions. The committee will decide solely on whether the student did plagiarize, and will base its decision only on the evidence, not on mitigating or extenuating circumstances.

If the committee finds that plagiarism did occur, it will convey its findings to the instructor and to the Graduate Dean. The instructor will assign a grade to the material in question and a grade for the course, up to and including failure in the course, and shall report these grades to the Graduate Dean. The dean shall hold a show-cause hearing with the student on why he or she should not be dismissed from the University, and shall decide on any penalties beyond the grade, up to and including dismissal from the University.

If the Braniff Academic Discipline Committee decides that the work is not plagiarized, the committee will inform the instructor of its decision. The instructor shall then compute a grade for the piece of work and the course without regard to plagiarism, but solely on the basis of his judgment of the quality of the student's work. The case against the student is then dropped.

Adequate procedures for dealing with instances of plagiarism in off-campus programs will be determined by the Graduate Dean in consultation with the director of that program.

When an instance of plagiarism is discovered in a thesis or dissertation, work toward the degree shall be terminated. If the degree has already been granted at the time the plagiarism becomes evident, regardless of the length of time ensuing, the degree shall be revoked.

Cheating

The integrity of examinations is essential to the academic process. A student who cheats on an examination or other work submitted in fulfillment of course requirements is subject to disciplinary action. When cheating is discovered during the examination itself, the instructor or proctor is to take up the examination and dismiss the student from the examination for a later appearance before the instructor. The review of all cheating cases, and the imposition of penalties will follow the procedure explained under “Plagiarism.”

University Unlawful Discrimination and Harassment Policy

The University of Dallas is committed to providing work, living, and learning environments that are free of discrimination, harassment, and retaliation. The University does not tolerate conduct that is inconsistent with this commitment. Its [Civil Rights Policy](#) represents the policy of the University of Dallas, and is also in fulfillment of its duties under federal and state law, including, but not limited to, Title VI, Title VII, Title IX, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and their accompanying administrative regulations.

Anyone who has experienced or become aware of discrimination, harassment, retaliation, or some other form of Prohibited Conduct is strongly encouraged to report it to the Office of Civil Rights and Title IX, which is responsible for overseeing compliance with the Civil Rights Policy, including coordinating supportive measures, and investigating such allegations when a Formal Complaint has been filed.

Under the Civil Rights Policy, all Employees, other than a Confidential Reporter, are required to promptly report to the Civil Rights Director and Title IX Coordinator or Deputy Civil Rights and Title IX Coordinator(s) any incident the Employee witnesses or receives information about that the Employee reasonably believes constitutes Non-Title IX Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence, Stalking, or otherwise Prohibited Conduct under the Civil Rights Policy and is alleged to have been committed by or against a person who was a Student enrolled at or an Employee at the time of the incident.

Prohibited Conduct

Prohibited Conduct refers to any form of discrimination, harassment, retaliation, or failure to accommodate prohibited by the University Civil Rights Policy, including against any employee, applicant for employment, student or applicant for admission on the basis of race, ethnicity, national origin, sex, pregnancy, disability, veteran status, age or religion, or any other protected category under applicable federal, state or local law, except as otherwise permitted by law.

The [University of Dallas Civil Rights Policy](#) defines discrimination as actions that deprive, limit, or deny, members of the community of educational or employment access, benefits, or opportunities, based on a protected category, except as otherwise permitted by law. Specific types of discrimination may include disparate treatment, failure to accommodate, Harassment, and Retaliation. Discrimination based on sex includes, but is not limited to, Non- Title IX Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Sexual Exploitation.

Dating Violence

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the perception of the alleged victim; however, consideration shall also be given to: (1) the

length of the relationship, (2) the type of relationship, and (3) the frequency and nature of interaction between the persons involved in the relationship. Dating violence includes but is not limited to sexual or physical abuse or the threat of such abuse.

Domestic Violence

Domestic Violence refers to the following types of violence:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- By any other person against an adult or youth victim who is protected from the person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Harassment (Other than Sexual Harassment)

Harassment is a form of discrimination that includes physical, verbal, or nonverbal conduct based on a person's membership or perceived membership in a protected category that is sufficiently severe or pervasive, and objectively offensive, such that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the University's educational, employment, social, or residential program. Harassment can take many forms, including slurs, taunts, stereotypes, or name-calling, as well as physical threats, attacks, or other hateful conduct based on a person's membership or perceived membership in a protected category.

Non-Title IX Sexual Harassment

Sexual harassment includes unwelcome verbal, written, or physical conduct that:

- In the employment context, unreasonably interferes with the victim's work performance or creates an intimidating, hostile or offensive work environment.
- In the education context, is sufficiently severe, pervasive or persistent that the conduct interferes with a student's ability to participate in, or benefit from, educational programs or activities of the University.
- Examples of sexual harassment may include, but are not limited to:
 - Pressuring another to engage in sexual behavior for some educational or employment benefit (*quid pro quo* sexual harassment);
 - Persistent unwelcome efforts to develop a romantic or sexual relationship;
 - Unwelcome commentary about an individual's body or sexual activity;
 - Unwanted sexual attention;
 - Repeatedly engaging in sexually-oriented conversations, comments or horseplay, including the use of language or the telling of jokes or anecdotes of a sexual nature in the workplace, office, or classroom, even if such conduct is not objected to by those present; or
 - Gratuitous use of sexually-oriented materials, not directly related to the subject matter of a class, course or meeting, even if not objected to by those present.

Title IX Sexual Harassment

Sexual harassment under Title IX means conduct on the basis of sex that satisfies one or more of the following:

- An Employee of the University conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;

- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity;
- Sexual Assault under Title IV, Dating Violence, Domestic Violence, or Stalking

Retaliation

Retaliation refers to any adverse action taken against a person participating in a protected activity because of that person's participation in that protected activity, including participation by a Respondent. This includes, but is not limited to, any adverse employment or educational action taken for making reports of a violation of or otherwise participating under the University Civil Rights Policy, with the Equal Employment Opportunity Commission, the Office of Civil Rights, or any other human rights agency.

Sexual Assault

Sexual Assault means sexual contact that occurs without another's consent, including in situations where a person is incapable of giving consent. Sexual Assault encompasses Rape, Fondling, Incest and Statutory Rape.

Stalking

"Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for their safety and/or the safety of others; or (2) suffer substantial emotional distress.

- A "course of conduct" means two or more acts in which the stalker, directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment
- A "reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.
- The Policy definition of Stalking also extends to cyberstalking

Supportive Measures

When a violation of the University Civil Rights Policy is reported, the University will consider supportive measures to protect involved persons and/or the community. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant and/or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party. Such measures may be designed to protect the safety of all parties and/or the University's educational environment, and to deter Prohibited Conduct.

Students with Disabilities: The University of Dallas provides students with disabilities reasonable accommodations in accordance with the Americans with Disabilities Act, as amended (ADA) and Section 504 of the Rehabilitation Act of 1973, as amended. The ADA and Section 504 are designed to guarantee students meaningful access to the benefits provided by institutions such as UD. Students requesting ADA/504 Accommodations must make requests through Student Disability Services: udallas.edu/sds.

Upon receiving a letter of accommodation authorizing accommodations, the student should contact the instructor as soon as possible to make any necessary arrangements. Please note instructors are not allowed to provide classroom accommodations to a student until appropriate verification from Student Disability Services has been provided. Accommodations should go into effect within one week of the

signing of the letter and are not retroactive. The letter must be signed by both the student and the instructor, at which time the student is responsible for ensuring that a copy of the signed letter is returned is returned to Student Disability Services. For additional information, you may contact the Student Disability Services Coordinator Luciana Hampilos, in Hagggar 253 or at 972-721-5056 or via email at ada@udallas.edu.

Malicious or false charges: Because accusations of unlawful discrimination are extremely serious and can lead to the loss of employment, destruction of a person's career or termination of his or her education, knowingly initiating or causing to be initiated a false report to University officials are also subject to disciplinary action, under the student code of conduct in the 2022-2023 Student Handbook.

Romantic relations between employees and students: The proper relationship between employees and students or subordinates must not be jeopardized by possible doubt of intent or of fairness of professional judgment, or by the appearance to others of favoritism. Romantic relationships between supervisors and subordinates are prohibited, under the student code of conduct.

Complaint procedure: Violations should be reported to the Civil Rights Director and Title IX Coordinator but may also be submitted online (including anonymously) at udallas.edu/complaint. The University encourages individuals to work together to resolve any complaints when possible. For more information, and additional information about where violations may be reported, please see udallas.edu/civil-rights or udallas.edu/titleix

The complaint and subsequent proceedings shall be kept as private as possible as allowed by law and consistent with the University's obligations.

The University of Dallas has designated the following people to oversee the University's response to all civil rights complaints, including Title IX reports such as allegations of sexual harassment, sexual assault, dating and domestic violence, and stalking. To find out more information, ask questions, or to report a possible civil rights violation, contact:

Luciana Hampilos, J.D.
Director, Office of Civil Rights and Title IX
Civil Rights/Title IX Coordinator
Hagggar University Center, 253
1845 E. Northgate Drive
Irving, Texas 75062
(972) 721-5056
lhampilos@udallas.edu

LaCoya Williams, M.S.
Associate Director, Human Resources
Deputy Civil Rights/Title IX Coordinator
Cardinal Farrell Hall, 140
1845 E. Northgate Drive
Irving, Texas 75062
(972) 721-4063
lwilliams2@udallas.edu

Monica Heckman, M.E.S.
Lead Athletics Trainer / Senior Woman Administrator
Deputy Civil Rights/Title IX Coordinator
Ed Maher Athletics Center

1845 E. Northgate Drive
Irving, Texas 75062
(972) 721-5010
mheckman@udallas.edu

Appendix - **Check List for Master's Degree Application**

All forms are available in the Graduate Office.

- a. Apply for the degree early in the semester in which you intend to graduate. (The form is obtained from the Graduate Office and returned to the same. The fee will be added to your student account.)
- b. Pass the Comprehensive Exam in your particular department. Notification should be sent in writing by the Program Director to the Graduate Dean for initialing and forwarding to the Graduate Office, which is responsible for having the results posted on the transcript.
- c. If you are completing the Master of Arts:
 1. Have a language examination proposal approved by both the Program Director and the Graduate Dean prior to completing the language requirement. Have examiner send notification of exam results to Graduate Dean.
 2. Register for Thesis Research (6 credit hours).
 3. Have Thesis Proposal approved by both Program Director and Graduate Dean prior to writing thesis.
 4. Before writing thesis, obtain a copy of the Master's Thesis Handbook from the Graduate Office.
 5. When all readers have approved of the revisions that have been made, ask First Reader to notify the Graduate Office; First Reader must turn in grade change for Thesis Research.
 6. Submit thesis to UDigital Commons and ProQuest. Notify the Graduate Office that you have completed the submission process for both repositories.
- d. Notify the Registrar's office of plans to participate in May graduation ceremonies. There are no ceremonies for December or August graduations; however, December or August graduates may participate in the May ceremonies.
- e. Notify alumni office of future plans.