



University of Dallas Policy CRS

CIVIL RIGHTS POLICY – SUPPORTIVE MEASURES

1. **Purpose** – This Policy provides the exclusive process for implementing Supportive Measures under the University Civil Rights Policy, including, but not limited to, in response to reports of Non-Title IX Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence and Stalking.
2. **Definitions** – Relevant terms for implementation of this Policy are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
3. **Implementing Policies and Procedures** – The President of the University has the authority to adopt policies and procedures implementing this Policy.
4. **Supportive Measures and Ongoing Assistance:** 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.
 - 4.1. An alleged victim is not required to file a formal complaint to receive Supportive Measures. Some Supportive Measures may be implemented without an alleged victim disclosing identifying information related to the incident.
 - 4.2. Supportive Measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.
 - 4.2.1. To the greatest extent practicable based on the number of counselors employed by the University, the University will ensure that each alleged victim or alleged perpetrator of Non-Title IX Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence, or Stalking, and any other person who reports such incidents, are offered counseling provided by a counselor who does not provide counseling to any other person involved in the incident.
 - 4.2.2. Supportive Measures may include allowing a Student who is an alleged victim or an alleged perpetrator of an incident of Non-Title IX Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating

Violence or Stalking to drop a course without academic penalty if the other party involved in the reported incident is enrolled in the same course.

- 4.2.3. The University may remove a Respondent from the University's education program or activity on an emergency basis, provided that the University undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any Student or other individual arising from the allegations justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.
- 4.2.4. The University may place an Employee Respondent who is a full-time employee or non-Student on administrative leave during the pendency of a complaint process for a Formal Complaint.
- 4.3. The University shall maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.
- 4.4. The Civil Rights Coordinator is responsible for instituting, altering, and revoking Supportive Measures, and for coordinating the effective implementation of Supportive Measures.
 - 4.4.1. If Supportive Measure are initially refused by a party they may still be available at a later date.
 - 4.4.2. Unless explicitly altered or revoked by the Civil Rights Coordinator, Supportive Measures remain in place until a decision on the investigation, and any related disciplinary process, becomes final.
- 4.5. Violations of Supportive Measures may be considered a separate violation under this Policy or may be investigated and adjudicated through other relevant University policies.
- 4.6. The University will honor any order of protection, No Contact Order, restraining order, or similar lawful order issued by any criminal or civil court.