During the 2019 Texas legislative session, Senate Bill 212 was passed into state law. This new law requires all employees of Texas universities to report sexual harassment, sexual assault, dating violence, and stalking to a Title IX Coordinator. An employee who fails to report an incident may be subject to criminal offense (misdemeanor) and the university is required to terminate their employment.

The reporting obligations and penalties take effect January 1, 2020. Over the next few months additional information will be provided to the UTEP community and you will see updates to relevant policies and compliance training that all employees are required to take. The key points below are intended to give you important information about your responsibilities under this new law.

- **Starting January 1**, all employees who witness or receive information about “Title IX incidents” that involve a current student or employee must promptly report the incident to the University’s Title IX Coordinator or a Deputy Title IX Coordinator. Please visit the Title IX webpage for reporting information at [www.utep.edu/TitleIX](http://www.utep.edu/TitleIX).
  - A Title IX incident can include sexual harassment, sexual assault, dating violence, or stalking. Retaliation against persons who make a good faith report is prohibited.
  - Students who are also employees are encouraged, but not required, to report.
  - An employee is not required to report an incident where they are the victim.
- An employee who does not report an incident or who makes a false report can be charged with a criminal offense (misdemeanor). Also, the law states that if an employee fails to make a required report or makes a false report, the employee is to be terminated.
- Reports to the Title IX Coordinator must include all relevant information that is known about the incident.

The mandatory reporting requirement applies beginning January 1, 2020. All UTEP employees are encouraged to participate in a training session through [Campus Edge](https://www.campusedge.com) in order to fully understand the requirements of the law, the manner in which reports can be made to the Title IX Coordinator or Deputy Title IX Coordinators, and resources and support available at UTEP for those who have been impacted by sexual misconduct.