

University of Dallas Policy CRS

CIVIL RIGHTS POLICY & SUPPORTIVE MEASURES

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 ~~1 R Q 7 L W O H~~ Sexual Harassment, ~~7 L W O H~~ ; ~~6 H [X D O + D U D V V P H Q W~~ Sexual Assault, Dating Violence and Stalking.

Definitions & Relevant terms for implementation of this Policy are set forth in University Policy CRT & Civil Rights Policy & Relevant Terms.

Implementing Policies and Procedures & The President of the University has the authority to adopt policies and procedures implementing this Policy.

Supportive Measures and Ongoing Assistance: When a violation of the University Civil Rights Policy is reported, the University will consider Supportive

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.