TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER EL PASO

Operating Policy and Procedure

HSCEP OP: 51.02, **Non-Discrimination and Anti-Harassment Policy and Complaint Procedure.**

PURPOSE: Texas Tech University Health Sciences Center El Paso (TTUHSC El Paso) is an Equal Employment Opportunity (EEO) employer and is committed to compliance with federal and state employment laws and regulations; providing and strengthening an educational, working, and living environment where students, employees, and visitors are free from any form of unlawful discrimination; and fostering and supporting a culture of mutual respect and communication. In the event an individual believes their rights under law have been violated, this TTUHSC El Paso Operating Policy and Procedure (HSCEP OP) adopts procedures to address these concerns in a fair, equitable, and prompt manner.

REVIEW: This HSCEP OP will be reviewed in December of odd-numbered years by the Texas Tech University System (TTUS) Office of Equal Opportunity (OEO), TTUS Vice Chancellor and General Counsel, TTUHSC El Paso Assistant Vice President of Student Services, and TTUHSC El Paso Assistant Vice President of Human Resources, with substantive revisions forwarded to the TTUHSC El Paso President.

POLICY/PROCEDURE:

1. *Policy*. TTUHSC El Paso does not tolerate unlawful discrimination or harassment. TTUHSC El Paso's non-discrimination and anti-harassment policy is set forth in TTUS Reg. 10.03.

2. *Complaint Procedure*. Complaints of discrimination or harassment under this policy should be directed to the Texas Tech University System Office of Equal Opportunity. Contact information for the Office of Equal Opportunity is as follows:

CONTACT	PHONE	ADDRESS	WEBSITE & EMAIL
Dawn Payne Assistant Vice Chancellor and Director, TTUS System Office of Equal Opportunity	806.742.3627	TTU System Administration Building 1508 Knoxville Avenue, Suite 309 TTUS Office of Equal Opportunity Box 41073 Lubbock, TX 79409	https://www.texastech.edu/offices/equal-employment/ dawn.payne@ttu.edu

3. *Sexual Misconduct*. While sexual harassment, sexual assault, or other forms of sexual misconduct may constitute prohibited acts of discrimination, such complaints will be addressed under HSCEP OP 51.03 and TTUS Reg. 10.01, rather than pursuant to this HSCEP OP.

4. *Expectations of the University Community*. TTUHSC El Paso expects all members of the University Community to comply with applicable laws, regulations, and policies. Members of the University Community who violate applicable laws, regulations, or policies may be subject to disciplinary action pursuant HSCEP OP 70.31 and TTUS Reg. 10.07.