TITLE IX SEX DISCRIMINATION AND SEXUAL HARASSMENT POLICY

Including Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Retaliation

REVISED October 21, 2026 | Effective date: 10/21/26

1. Statement of Nondiscrimination and Purpose

Parker University does not discriminate on the basis of sex in any education program or activity that it operates, including admissions and employment, as required by Title IX of the Education Amendments of 1972 and its implementing regulations. The University prohibits sexual harassment as defined by Title IX, including quid pro quo harassment, qualifying hostile-environment harassment, sexual assault, dating violence, domestic violence, and stalking. Retaliation is prohibited. The University will respond promptly and in a manner that is not deliberately indifferent when it has actual knowledge of sexual harassment in its education program or activity against a person in the United States.

This policy establishes procedures for complaints governed by federal Title IX sexual harassment requirements. Other sex discrimination or misconduct that does not meet the Title IX definition or jurisdictional conditions may be addressed under the University's Harassment and Discrimination Policy, Student Code of Conduct, employee policies, or other applicable processes. The University will not use an alternative process to retaliate against a person for exercising Title IX rights.

2. Title IX Administration and Contact Information

Parker University designates at least one employee to coordinate compliance with Title IX. The Title IX Coordinator oversees reports, supportive measures, grievance processes, remedies, training, and recordkeeping. Designation of additional deputy or population-specific coordinators does not diminish the institution's overall coordination responsibility.

Student Title IX Coordinator: Alaina Mount, Associate Provost/Dean of Student Affairs; Office: North 115B; Telephone: (972) 438-6932, ext. 7156; Email: amount@parker.edu.

Employee Title IX Coordinator / Deputy: Maria Dominguez, Vice President of Human Resources; Telephone: (972) 438-6932, ext. 7062; Email: mdominguez@parker.edu.

Mailing address: Parker University, 2540 Walnut Hill Lane, Dallas, TX 75229. Reports may be made in person, by telephone, email, mail, or electronically at https://www.parker.edu/title-ix-procedures/ at any time, including outside business hours. The University will maintain an accessible electronic reporting option that permits anonymous reports as required by Texas law. The University will publish the required notice of nondiscrimination and contact information on its website and in appropriate notices and publications.

A person may also contact the U.S. Department of Education, Office for Civil Rights, at 1-800-421-3481 or https://www.ed.gov/laws-and-policy/civil-rights-laws/title-ix. Questions about this policy may be directed to either listed coordinator.

3. Scope and Jurisdiction

This policy applies to students and employees, and to other persons when the University has a Title IX obligation concerning the conduct. For the federal Title IX grievance process to apply, the alleged conduct must (a) constitute sexual harassment under the applicable Title IX definition if proven; (b) occur in the University's education program or activity, including locations, events, or circumstances over which it exercised substantial control over both the respondent and context, and buildings owned or controlled by officially recognized student organizations; and (c) occur against a person in the United States. At the time of filing a formal

complaint, a complainant must be participating in or attempting to participate in the University's education program or activity.

Reports involving internships, externships, clinical placements, athletics, online activity, University travel, or University-controlled technology will be assessed individually for federal jurisdiction. Alleged conduct outside Title IX jurisdiction may be addressed through other applicable policies. The University may offer support and take other lawful action even where a formal Title IX complaint must be dismissed.

4. Definitions

4.1 Actual knowledge, complainant, respondent, and formal complaint

Actual knowledge means notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or an official of the University with authority to institute corrective measures on its behalf. Notice to another employee alone does not necessarily constitute federal actual knowledge, although state law or University policy may independently require that employee to report.

Complainant means an individual alleged to be the victim of conduct that could constitute sexual harassment. Respondent means an individual reported to be the perpetrator of such conduct. Formal complaint means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting an investigation. A complaint may be submitted in person, by mail, email, or approved electronic means and must contain the complainant's physical or digital signature or otherwise indicate that the complainant is the filer. The Coordinator may sign a formal complaint but does not thereby become a party.

4.2 Title IX sexual harassment

Sexual harassment is conduct on the basis of sex satisfying one or more of the following: (1) a University employee conditions provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; (2) 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; or (3) sexual assault, dating violence, domestic violence, or stalking as defined in the applicable federal provisions.

4.3 Sexual assault, dating violence, domestic violence, and stalking

Sexual assault means an offense classified as a forcible or nonforcible sex offense under the FBI Uniform Crime Reporting system, as incorporated in the Title IX regulations, including rape, fondling, incest, and statutory rape. Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, considering relationship length, type, and frequency of interaction. Domestic violence means qualifying felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner, a person sharing a child, a person cohabiting or formerly cohabiting as a spouse or intimate partner, a similarly situated person under domestic/family violence law, or another person whose acts against an adult or youth victim are covered by applicable domestic/family violence laws. Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for personal safety or the safety of others, or suffer substantial emotional distress. For this Title IX policy, the conduct must meet the applicable federal sex-based definition.

4.4 Consent, coercion, and incapacitation

Consent is a freely given, knowing, and voluntary agreement communicated by words or overt conduct to engage in specific sexual activity. Silence or lack of resistance alone is not consent; a past or current relationship does not establish consent; consent to one act is not consent to another; and consent may be withdrawn at any time. Consent is invalid when obtained by force, threats, coercion, or from an individual incapable of consenting due to incapacitation or applicable age restrictions. Coercion includes unreasonable pressure that overcomes voluntary choice. Incapacitation means inability to make an informed, rational decision about sexual activity due to sleep, unconsciousness, impairment, or another condition. In assessing alleged incapacitation, the University will consider whether the respondent knew or reasonably should have

known of the incapacitation based on objectively apparent circumstances. A respondent's intoxication does not excuse a failure to obtain consent.

4.5 Retaliation

Retaliation means intimidation, threats, coercion, or discrimination for the purpose of interfering with Title IX rights or because a person made a report or complaint, testified, assisted, participated, or refused to participate in an investigation, proceeding, or hearing. Reports of retaliation should be made to the Title IX Coordinator and will be promptly addressed under applicable procedures. A finding of no responsibility alone does not establish that a report was knowingly false or made in bad faith.

5. Reporting, Confidentiality, and Texas Employee Obligations

Any person may report sexual harassment whether or not that person is the alleged victim. A report does not automatically require the reporting person to file a formal complaint or participate in an investigation. Anonymous reports will be accepted, although anonymity may limit investigation. Reporting to law enforcement and reporting to the University are separate options; either, both, or neither may be pursued where legally permitted.

Under Texas Education Code § 51.252, an employee who, in the course and scope of employment, witnesses or receives information about an incident reasonably believed to constitute sexual harassment, sexual assault, dating violence, or stalking alleged to have been committed by or against a person who was a University student or employee at the time must promptly report to the Title IX Coordinator or Deputy, subject to statutory exceptions. Reports generally must include known relevant information, including a victim's request for confidentiality. Designated confidential employees or those receiving privileged information report only the type of incident, as applicable under § 51.252(c); other statutory exceptions, including victim self-report and public-awareness-event disclosures, apply. Campus peace officers handling statutory pseudonym reports must follow the applicable limited-reporting provisions. Other reporting duties under law remain in effect.

The University will identify its confidential resources and explain the limits of confidentiality. Licensed professional counselors acting in their professional counseling capacity may have privileged or confidential communications subject to legal exceptions and applicable Texas limited-reporting rules. Confidential resources include the Office of Counseling Services, Natica Blake located in North 110 or by email at NaticaBlake@parker.edu. Employees not designated as confidential should not promise absolute confidentiality. Personally identifying information will be shared only as permitted or required by law and as necessary to administer this policy, protect safety, and provide due process.

Texas law may require institutional reporting, victim-rights notices, leadership reports, or law-enforcement reporting in circumstances distinct from federal Title IX. The University will administer those obligations under its applicable procedures and will not inaccurately state that every felony known to any person must always be reported to law enforcement.

6. Immediate Assistance, Evidence Preservation, and External Reporting

Anyone in immediate danger should call 911 or contact University Security at 214-902-3440. Individuals experiencing sexual assault are encouraged to seek prompt medical attention, regardless of whether they choose to report to police or the University. A medical provider can address injuries, sexually transmitted infections, pregnancy concerns, emergency contraception, and forensic evidence collection. Forensic collection may remain possible after a delay; individuals should consult a medical professional rather than rely on a fixed evidence-collection deadline.

If safe and feasible, preserve clothing, communications, screenshots, photographs, messages, and other potential evidence. Do not delete electronic communications. Individuals may seek assistance from the Dallas Area Rape Crisis Center (972) 641-7273 and the University's counseling or community resources. The University can assist with contacting law enforcement upon request. The University process is independent of criminal proceedings, though a brief delay to gather evidence may be appropriate for good cause with written notice to the parties.

7. Supportive Measures and Response to Reports

When the University has actual knowledge of sexual harassment in its education program or activity against a person in the United States, the Title IX Coordinator will promptly contact the complainant, discuss available supportive measures and the complainant's wishes, explain that measures are available with or without a formal complaint, and explain how to file a formal complaint. Supportive measures are non-disciplinary, non-punitive individualized services, offered as appropriate, reasonably available, and without fee or charge to complainant or respondent, designed to restore or preserve equal access without unreasonably burdening the other party, protect safety, or deter sexual harassment.

Measures may include counseling referrals, deadline or course adjustments, work/class schedule changes, campus escorts, mutual no-contact restrictions, modifications to clinical placements or University activities, leaves of absence, increased security, and other appropriate steps. The Title IX Coordinator coordinates implementation and maintains privacy to the extent consistent with implementation. Supportive measures are not a determination of responsibility.

If a complainant requests no investigation or confidentiality, the Coordinator will consider the request alongside institutional safety and legal obligations. When necessary, the Coordinator may sign a formal complaint and will inform the complainant as appropriate. The University will not promise that a request not to investigate can always be honored.

8. Grievance Process: General Requirements

The University will treat complainants and respondents equitably; presume the respondent not responsible until a determination at the conclusion of the grievance process; and require impartiality, training, and freedom from conflicts of interest or bias for coordinators, investigators, decision-makers, appeal officers, and informal resolution facilitators. The burden of proof and gathering evidence rests on the University, not the parties. The standard of proof is preponderance of the evidence, applied consistently to formal complaints of sexual harassment involving students and employees.

The University will not restrict parties from discussing allegations or gathering and presenting relevant evidence, subject to lawful restrictions against retaliation, intimidation, or interference. Parties may be accompanied by an advisor of choice, who may be an attorney, and restrictions on advisor participation outside live cross-examination will apply equally. Parties will receive reasonably prompt written notice of investigative interviews, hearings, and other meetings, with sufficient preparation time. The University will provide appropriate disability and language access accommodations.

8.1 Timeframes and extensions

The University ordinarily seeks to complete investigations within 90 calendar days after receipt of a formal complaint; informal resolutions within 30 calendar days after assignment; and appeals within 30 calendar days after filing. The hearing and decision process will proceed promptly after the investigative report review period. These are target timeframes, not guarantees. A temporary delay or limited extension may be granted for good cause, including concurrent law-enforcement activity, unavailable parties or witnesses, need for language assistance or disability accommodation, University closure, or other documented circumstances. The parties will receive written notice of the delay and reason.

9. Initial Assessment, Dismissal, and Consolidation

After receipt of a formal complaint, the Coordinator will assess jurisdiction and appropriate next steps. The University must dismiss a formal complaint for Title IX purposes if the alleged conduct, even if proven, would not constitute Title IX sexual harassment; did not occur in the University's education program or activity; or did not occur against a person in the United States. The University may dismiss if the complainant provides written notice withdrawing the complaint or allegations; the respondent is no longer enrolled or employed; or specific circumstances prevent gathering evidence sufficient to reach a determination.

Upon dismissal, the University will promptly send simultaneous written notice to the parties with the reasons and appeal rights. Dismissal does not preclude action under another University policy. Formal complaints arising from the same facts or circumstances may be consolidated as permitted by the applicable Title IX rule. Supportive measures may continue when appropriate.

10. Written Notice of Allegations

Upon receipt of a formal complaint, the University will provide known parties written notice of the grievance process and any informal resolution process; the identities of involved parties, if known; the conduct allegedly constituting sexual harassment; and the date and location of the alleged incident, if known, with sufficient time to prepare before an initial interview. The notice will state the presumption of nonresponsibility, that responsibility is determined at the end of the process, the right to an advisor of choice (who may be an attorney), the right to inspect and review evidence, and any University rule prohibiting knowingly false statements or information in the grievance process. The University will issue supplemental notice if it decides to investigate additional allegations not included in the initial notice.

11. Informal Resolution

After a formal complaint is filed and before a determination regarding responsibility, the University may offer a voluntary informal resolution process, including mediation, negotiated resolution, or restorative processes, if appropriate. The University will not require participation, require waiver of the right to a formal investigation and live hearing, or offer informal resolution to resolve allegations that an employee sexually harassed a student.

Before participation, the University will provide written notice of the allegations, requirements of the process, circumstances in which an agreement precludes resuming a formal complaint based on the same allegations, the right to withdraw before agreeing to a resolution, and potential consequences including records maintained or shared. Both parties must give voluntary written consent. An impartial, trained facilitator will administer the process. If no agreement is reached, the formal grievance process may resume.

12. Formal Investigation and Evidence Review

A trained, impartial investigator who is not the decision-maker will conduct an objective investigation. The investigator will provide equal opportunities to be interviewed, identify fact and expert witnesses, submit inculpatory and exculpatory evidence, and review relevant information. The University may not require or use privileged information without the required waiver and may not access, consider, disclose, or otherwise use a party's protected treatment records without voluntary written consent. Credibility may not be determined solely by a person's status as complainant, respondent, or witness.

Before completing the investigative report, the University will send each party and advisor, if any, evidence obtained as part of the investigation that is directly related to the allegations, including evidence on which the University does not intend to rely and inculpatory or exculpatory evidence from any source. Parties will have at least 10 calendar days to submit a written response, which the investigator will consider. The University will produce a report fairly summarizing relevant evidence and provide it to parties and advisors at least 10 calendar days before the hearing for review and written response. Evidence subject to inspection and review will also be available at the hearing. The University may impose lawful measures against unauthorized disclosure without preventing preparation, evidence gathering, or participation.

13. Live Hearing and Cross-Examination

The University will provide a live hearing before a trained, impartial decision-maker who is not the Title IX Coordinator or investigator. Parties may participate from separate rooms or remotely using technology that permits the decision-maker and parties to see and hear the person answering questions simultaneously. At either party's request, the University will provide separate rooms with appropriate technology. The University

will create an audio or audiovisual recording or transcript and make it available for parties' inspection and review.

At the hearing, each party's advisor, and not the party personally, may ask the other party and witnesses relevant questions and follow-up questions, including credibility questions. If a party lacks an advisor, the University will provide one without charge for the purpose of cross-examination; the advisor need not be an attorney. Before a party or witness answers, the decision-maker will determine relevance and explain any exclusion. Questions about a complainant's sexual predisposition or prior sexual behavior are generally irrelevant, except questions or evidence offered to show someone other than respondent committed the alleged conduct, or specific prior sexual behavior with respondent offered to prove consent. Privileged material is excluded absent appropriate waiver.

Consistent with the judicial vacatur of the categorical exclusion in the original 2020 rule, the decision-maker may consider otherwise admissible and relevant statements even if a party or witness does not submit to cross-examination. The decision-maker will assess weight and reliability in context and shall not draw an inference of responsibility based solely on absence from the hearing or refusal to answer questions. The University will not apply the superseded blanket exclusion rule.

14. Determination, Remedies, and Sanctions

Following the hearing, the decision-maker will objectively evaluate relevant inculpatory and exculpatory evidence under the preponderance standard. The University will issue a simultaneous written determination identifying the allegations; procedural steps; findings of fact; conclusions applying policy to facts; determination and rationale for each allegation; disciplinary sanctions, if any; whether remedies designed to restore or preserve equal access will be provided; and the procedures and permissible bases for appeal. The decision becomes final when the appeal decision is provided or, if no appeal is filed, when the appeal period expires.

Where responsibility is found, sanctions will be proportionate to the violation and may include warning, training, loss of privileges, probation, reassignment, restrictions, suspension, dismissal, expulsion, or termination, consistent with applicable policies and law. The Coordinator will implement appropriate remedies to restore or preserve equal access. A respondent will not be informed of confidential details of complainant remedies unless necessary to implement them.

15. Appeals

Each party may appeal a dismissal of a formal complaint or allegations, or a determination of responsibility, by submitting a written appeal to the Title IX Coordinator within 10 calendar days after receipt of the relevant decision. Permissible grounds are: (1) procedural irregularity affecting the outcome; (2) new evidence not reasonably available when the decision or dismissal was made that could affect the outcome; or (3) conflict of interest or bias by the Coordinator, investigator, or decision-maker affecting the outcome.

The Coordinator will notify the other party of an appeal, apply equal procedures, and designate a trained impartial appeal decision-maker who did not serve as Coordinator, investigator, or original decision-maker. Both parties will have a reasonable and equal opportunity to submit written statements. A written decision explaining the result and rationale will be sent simultaneously to both parties. The University ordinarily resolves appeals within 30 calendar days, subject to written good-cause extensions.

16. Emergency Removal and Administrative Leave

The University may remove a respondent from its education program or activity on an emergency basis only after 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. The respondent will receive notice and an opportunity to challenge the decision immediately following removal, before a University official not involved in the initial determination where practicable. This provision does not alter rights under

Section 504, the ADA, or other applicable law. The University may place a nonstudent employee respondent on administrative leave during the pendency of a Title IX grievance process, consistent with applicable law and employment policy.

17. Student Amnesty and False Reports

Consistent with Texas Education Code § 51.284, the University will not discipline a student who in good faith reports being a victim of, or witness to, sexual harassment, sexual assault, dating violence, or stalking for a Student Code of Conduct violation occurring at or near the time of the incident, subject to the statutory terms and exceptions. This protection is broader than alcohol or drug use alone. A good-faith report is not false merely because it is unsubstantiated or results in no finding of responsibility. Knowingly false statements or submissions may be addressed under applicable policies without retaliating against protected activity.

18. Prevention, Training, and Institutional Obligations

The University will provide ongoing awareness, prevention, and response education concerning sexual harassment, sexual assault, dating violence, domestic violence, stalking, consent, bystander intervention, reporting, and supportive resources. Students and employees will complete required orientation and refresher training under University practice and applicable law. Title IX Coordinators, investigators, decision-makers, appeal officials, and informal resolution facilitators will receive training required by 34 CFR § 106.45(b)(1)(iii), including the definition of sexual harassment, scope of the education program or activity, how to conduct the relevant process, impartiality, relevance, and applicable technology. Decision-makers and investigators will receive role-specific training. Training materials will not rely on sex stereotypes and will promote impartial investigations and adjudications.

The University will publish required training materials on its website or make them available for public inspection as required by law. The University will maintain a readily accessible policy, grievance procedures, notice of nondiscrimination, and anonymous electronic reporting option. Separate Texas-law reports to leadership and state authorities, where applicable, will be administered in accordance with Texas Education Code Chapter 51.

19. Recordkeeping and Privacy

The University will retain for at least seven years records of each sexual harassment investigation, including determinations, recordings or transcripts, sanctions, remedies, appeals and outcomes, informal resolutions and outcomes, training materials, and records of actions taken in response to reports or formal complaints, including supportive measures. Records will document the basis for the University's conclusion that its response was not deliberately indifferent and measures designed to restore or preserve equal access. Records will be maintained and disclosed consistently with FERPA, applicable employment and privacy law, litigation holds, and University retention schedules. A longer period will apply where law or preservation obligations require it.

20. Policy Administration, Conflicts, and Effective Date

The Title IX Coordinator administers this policy in consultation with appropriate University officials and counsel. Where a provision conflicts with controlling law, controlling law governs; the remainder remains effective to the extent lawful. The University may revise this policy to reflect legal changes, after appropriate approval. Allegations will be processed under the legally applicable standards and institutional procedures, with appropriate consideration of the date of alleged conduct and any required transition rules. This draft supersedes no existing policy until formally approved and published.

Appendix A. Reporting and Resource Directory — Verify Before Publication

- Student Coordinator: Alaina Mount | North 115B | (972) 438-6932 ext. 7156 | amount@parker.edu
- Employee Coordinator / Deputy: Maria Dominguez | (972) 438-6932 ext. 7062 | mdominguez@parker.edu
- University mailing address: 2540 Walnut Hill Lane, Dallas, TX 75229
- Anonymous electronic reporting: https://www.parker.edu/title-ix-procedures/
- University Security: 214-902-3440
- Confidential Counseling Services: Natica Blake, North 110, NaticaBlake@parker.edu
- Local sexual assault advocacy: Dallas Area Rape Crisis Center (972) 641-7273
- U.S. Department of Education Office for Civil Rights: 1-800-421-3481 | ed.gov/laws-and-policy/civil-rights-laws/title-ix