



NON DISCRIMINATORY POLICY

The Oída Christian University (OCU) as a Christian institution prohibits the discrimination on the basis of race, color, sex, age, marital status, national origin, mental or physical disability in any aspect of the access to admission, or treatment of students in its programs and activities.

Furthermore, OCU policy includes prohibitions of harassment of students and employees, i.e. racial harassment, sexual harassment, and retaliation for filing complaints of discrimination.

TEXAS NEW POLICY- EFFECTIVE 1 JAN 2020

Senate Bill 212 amends the Texas Education Code to require an employee of a public or private, or independent higher education who witnesses or receives information regarding incidents of sexual harassment, sexual assault, dating violence or stalking, to report it.

The crime must allegedly have been committed by or against a student or employee of the institution and it must be reported, promptly, to the institution's Title IX coordinator or deputy Title IX coordinator.

The Title IX coordinator must then report the incident to the institution's chief executive officers and requires the chief executive officer to report to the governing body and post on the institution's website.

Effective January 1, 2020 SB212 creates a Class B misdemeanor offense for a person who is required to make a report of an incident but knowingly fails to do so. AND, for a person, with intent to harm or deceive, knowingly makes a false report. The crime is boosted to a Class A misdemeanor if it is shown that the actor intended to conceal the incident that's required to be reported. The bill requires the institution to terminate the employment of the employee.

The Bill protects the identity of the alleged victim and it prohibits an institution from disciplining or discriminating against the employee, who in good faith, makes the report or cooperates with an investigation, unless the employee is the alleged perpetrator.

The bill also allows the Texas Higher Education Coordinating Board to access an administrative penalty against a non-compliant institution.