# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>SECTION 1: HANDY INFORMATION</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Quick Contact Information</td>
<td>3</td>
</tr>
<tr>
<td>B. Important Dates</td>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SECTION 2: GENERAL INFORMATION</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Services &amp; Requirements</td>
<td>6</td>
</tr>
<tr>
<td>B. Texas Law Building &amp; UT Campus</td>
<td>10</td>
</tr>
<tr>
<td>C. Faculty Events</td>
<td>12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SECTION 3: YOUR COURSE</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Getting Started</td>
<td>13</td>
</tr>
<tr>
<td>B. The First Week</td>
<td>17</td>
</tr>
<tr>
<td>C. Exams</td>
<td>20</td>
</tr>
<tr>
<td>D. Grading</td>
<td>22</td>
</tr>
<tr>
<td>E. The Honor Code &amp; Plagiarism</td>
<td>26</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>APPENDIX</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Seminar Rules</td>
<td>29</td>
</tr>
<tr>
<td>B. Grading Policy</td>
<td>31</td>
</tr>
<tr>
<td>C. Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking Policy, and Consensual Relationships Policy</td>
<td>31</td>
</tr>
<tr>
<td>D. Emergency Procedures</td>
<td>38</td>
</tr>
</tbody>
</table>
SECTION 1: HANDY INFORMATION

A. Quick Contact Information

Ward Farnsworth 512-232-1120  wf@law.utexas.edu  TNH 2.119
Dean

Robert Chesney 512-232-1298  rchesney@law.utexas.edu  JON 6.238
Associate Dean for Academic Affairs

For questions regarding payroll, parking, and your appointment:

Sylvia Hendricks 512-232-1473  shendricks@law.utexas.edu  TNH 2.118F
Director of Faculty Support and Facilities

For audiovisual services and classroom technology:

Media Services 512-232-7797  mediaserv@law.utexas.edu  CCJ 1.302

For questions about technology:

LTS Help Desk 512-232-1230  http://law.utexas.edu/technology-services/  TNH 3.102M
Law Technology Services

Student Affairs Office:

Elizabeth T. Bangs 512-232-1313  ebangs@law.utexas.edu
Assistant Dean (concerns about individual students, and questions about policies and procedures)

Sarah Kitten 512-232-1143  kitten@law.utexas.edu
Registrar (course scheduling, registration, grade submissions, final exams, rooms, and course instructor surveys)

Tarlton Law Library:

Barbara Bintliff 512-471-7735  bbintliff@law.utexas.edu  JON 2.206J
Professor and Director

Matthew Steinke 512-471-6232  msteinke@law.utexas.edu  JON 2.206B
Associate Director and Lecturer (for general questions including those concerning library services and library liaisons)
### B. Important Dates

**Fall 2020**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>August 26</strong></td>
<td>WEDNESDAY. Classes begin.</td>
</tr>
<tr>
<td><strong>September 7</strong></td>
<td>MONDAY. Labor Day Holiday. NO CLASSES!</td>
</tr>
<tr>
<td><strong>September 11</strong></td>
<td>FRIDAY. <em>Last day to add a course or drop a course for a refund.</em> This is the twelfth class day and the date official enrollment is taken. Courses dropped after this date will require approval and will appear on the student’s transcript.</td>
</tr>
<tr>
<td><strong>November 25-28</strong></td>
<td>WEDNESDAY-SATURDAY. Thanksgiving Holidays.</td>
</tr>
<tr>
<td><strong>Nov 30 – Dec 7</strong></td>
<td>MONDAY – MONDAY. All classes are remote.</td>
</tr>
<tr>
<td><strong>December 7</strong></td>
<td>MONDAY. Last class day.</td>
</tr>
<tr>
<td><strong>December 8</strong></td>
<td>TUESDAY. Reading Day.</td>
</tr>
<tr>
<td><strong>December 9-12 &amp; 14-18</strong></td>
<td>WEDNESDAY-SATURDAY &amp; MONDAY-FRIDAY. Fall semester final exams.</td>
</tr>
<tr>
<td><strong>December 18</strong></td>
<td>FRIDAY. Graduating students’ pass/fail acknowledgement is due online by noon.</td>
</tr>
<tr>
<td><strong>December 19</strong></td>
<td>SATURDAY. Official graduation date.</td>
</tr>
<tr>
<td><strong>January 8</strong></td>
<td>FRIDAY. Absolute last day by which 1L grades must be submitted, without exception.</td>
</tr>
<tr>
<td><strong>January 22</strong></td>
<td>FRIDAY. Absolute last day by which upper-class grades must be submitted, without exception.</td>
</tr>
</tbody>
</table>
Spring 2021

January 25  TUESDAY. Classes begin.

February 3  WEDNESDAY. Last day to add a course or drop a course for a refund. This is the twelfth class day and the date official enrollment is taken. Courses dropped after this date will require approval and will appear on the student’s transcript.

March 15-20  MONDAY-SATURDAY. SPRING BREAK.

April 30  FRIDAY. Last class day.

May 3-4  MONDAY-TUESDAY. Reading Days.

May 5-8, 10-14  WEDNESDAY-SATURDAY, & MONDAY-FRIDAY. Spring semester final exams.

May 19  WEDNESDAY. Graduating students’ pass/fail acknowledgement is due online by 4:30pm.

May 22  SATURDAY. Official graduation date.

June 11  FRIDAY. Absolute last day by which upper-class grades must be submitted, without exception.

June 18  FRIDAY. Absolute last day by which 1L grades must be submitted, without exception.
SECTION 2: GENERAL INFORMATION

A. Services & Requirements

Appointment
Adjunct faculty appointment dates for the fall are from September 1 through January 15; for the spring, January 16 through May 31. Fall classes, however, start the last week of August and end the first week of December, with final exams beginning shortly thereafter. Spring classes start in mid-January and end during the first week in May, with final exams beginning shortly thereafter. Please check the calendar of Important Dates for exact dates.

Texas Law Website
The Texas Law website is https://law.utexas.edu/. You can find a great deal about the school through the website. At https://law.utexas.edu/faculty-resources/, you will have easy access to websites with information regarding curriculum, textbooks, Canvas (web-based system for communicating with your class, posting assignments, class materials, etc.), the library, your financial data, directories, University policies, benefits and insurance, etc.

You are listed as a member of the Law Faculty on the Faculty directory page (https://law.utexas.edu/faculty/). If you want to update your faculty profile, contact Sylvia Hendricks at shendricks@law.utexas.edu or 512-232-1473.

UT EID
Your UT EID is an electronic identifier that identifies you in UT world. The UT EID is the ID necessary to access multiple applications and secure information. Every faculty member is assigned a UT EID, and if you have had a previous relationship with UT as a student, staff member, or alum, you may already have a UT EID. As a faculty member, it will be necessary for you to upgrade the status of your UT EID by going to the University ID Center and show proof of identity and place a signature on file. After completing this step at the ID Center, you can use your EID as your electronic signature to complete transactions online that normally require you to go to a UT office in person, show a photo ID, and/or require your signature. An upgraded UT EID is also necessary to access secure systems such as Canvas, your UT payroll and bank routing information, and to submit grades on the Texas Law grade submission system.

You must upgrade your UT EID when you get your UT proximity card/photo ID. Go to the ID Center. Be sure to bring your driver's license or passport. The ID Center’s location updates frequently. Check their website for the current information:
https://sites.utexas.edu/css/idcenter/
A word of caution: your UT EID and password are what identifies you on UT secure websites. Please protect this identity.

**UT EID - Two-Factor Authentication**

The university has implemented a two-factor authentication system to provide an additional level of security when using most online services. Currently, the university is using a tool called Duo. Duo provides a user-friendly and secure two-factor authentication solution. With two-factor authentication, the regular UT EID login process is enhanced with an additional authentication step.

Duo has a feature that “remembers” you for 30 days, which saves you from having to constantly approve your DUO requests. If you do not see the remember option (or it is grayed out), and you are constantly being prompted to use DUO, here is how you set up the 30 day “remember” period:

1. When you see the DUO screen (Multi-Factor Authentication Required), click “Cancel” on the bottom far-right blue bar; 2. Then check the “Remember me for 30 days” checkbox; 3. You will then need to perform a single DUO authentication that will remember you for the next month.

a. Duo will remember you on this device only. You will need to repeat the process on any other device.

b. You will need to do this every 30 days.

Click which ever method you use with DUO, which is “Send Me a Push” for most folks. Approve it.

[More info on Duo](#)

**Faculty Assistant**

You will be provided with a Faculty Assistant, who is available to assist you with the preparation of class materials, photocopying, distribution of class materials, and exam preparation.

**Law Library**

Our Tarlton Law Library is among the largest academic law libraries in the world, with more than one million physical volumes and an extraordinary range of electronic resources. You are welcome to use its many resources. In addition to its extensive collection, the law library is renowned for its support services for faculty. By the time you arrive at the Law School, a librarian will have been designated as your personal library liaison. Your liaison will contact you soon after you arrive (if he or she has not done so before you arrive). Your liaison is your contact person with the library, and is available to help you with research, answer questions, obtain materials through interlibrary loan, etc. Your liaison will also provide you with brochures and information to help you use the library. For general questions, contact Associate Director Matt Steinke
Communications: Email & Mail

Official communications at UT are made via your official UT Law email. Therefore, be sure that you have a valid email address on file. See the “Update your employee information” link on the Faculty Resources page of the Texas Law website. The law school will be issuing @law.utexas.edu email addresses to each of you. Those email addresses will be in the form of john.doe@law.utexas.edu. All adjuncts are members of the “faculty-adjuncts” Texas Law email list, so you will be getting periodic emails from that list.

You will be provided a mailbox in our Communications Center (TNH 2.101). The Communications Center desk will be staffed from 8am to 5pm and can be used as a location for items to be dropped off, picked up, and signed. When the Communications Center desk is staffed, the mailroom will be locked and items will be retrieved by the staff member. When the desk is not occupied, the mailroom will be accessible via BACS reader. For personal mail, a U.S. Postal Service mailbox is located nearby, just outside the north entrance.

Sensitive Data, FERPA, and Encryption

All faculty must maintain the confidentiality of University information and data that is protected specifically by federal or state law, University rules and regulations, or University contractual agreements. The University calls this data Category 1 (CAT1) data. The CAT1 data most likely of concern to faculty is student records information that is protected under the Family Educational Rights and Privacy Act of 1974 (FERPA), which includes, but is not limited to: grades, social security numbers, dates of birth, and potentially most faculty/student communications (e.g. email exchanges). University policy prohibits the disclosure of personally identifiable information about a student without the student’s express written permission. Therefore, extreme care should be used when returning assignments, posting grades, and disposing of rosters and seating charts. If you have specific questions about FERPA, please contact Sarah Kitten in the Student Affairs Office at kitten@law.utexas.edu or 512-232-1143.

All CAT1 data or email that you access or store on a personally-owned device (e.g., a USB key, a home desktop, or smartphone) must be encrypted. For help with encryption of personal devices, you can contact central ITS at 512-475-9400 for solutions. The full list of CAT1 data can be found at https://security.utexas.edu/policies/extended-cat-1.

If you need a secure place to store your sensitive/student data, you can use UT Box. You will need your EID and EID password to login or signup here: https://utexas.app.box.com/login.

If you need help using UT Box, please submit an LTS Help ticket at https://law.utexas.edu/technology-services/.
UT Box is an online service that functions in a similar manner to the consumer cloud product called Dropbox, but UT Box is CAT1 compliant (Dropbox is not!).

**Payroll**

Paychecks will be disbursed once a month, on the first day of the month following the month you worked. If you have any questions, see Sylvia Hendricks (2.118F, 512-232-1473). You may arrange for direct deposit. See “Paycheck profile” link on the Law Staff Resources page of the Texas Law website.

**Photocopying**

Self-serve photocopiers and scanners are available throughout the school. Your Faculty Assistant can assist you in locating and using the machines.

**Mandatory Compliance Training**

State law requires all employees to complete sexual harassment training and equal employment opportunity training within thirty (30) days of employment and every two years thereafter. The University’s Sexual Discrimination and Sexual Harassment Policy are set out in full in the Appendix. Once you obtain your upgraded UT EID, you may complete your compliance training online at [https://utdirect.utexas.edu/cts/index.WBX](https://utdirect.utexas.edu/cts/index.WBX).
B. Texas Law Building & UT Campus

Hours
The building schedule for Townes Hall (TNH) and Jones Hall (JON) is as follows (note that it is subject to change without notice):

- Monday through Friday: 7:30 a.m. unlocked, 9:00 p.m. locked.
- Saturday: building closed, all exterior doors locked.
- Sunday: 9:00 a.m. unlocked, 6:00 p.m. locked.
- Holidays: building closed, all exterior doors locked.

The building schedule for the Connally Center (CCJ) differs as follows:

- Monday through Friday: 6:00 a.m. unlocked, 8:00 p.m. locked.
- Saturday, Sunday, and holidays: CCJ exterior doors locked, but Saturday and Sunday CCJ can still be accessed through the Level 2 corridor from TNH.

Additionally, on skeleton crew days during the Winter Break, the buildings are locked. Buildings will be accessible to the law school community via BACS reader.

Classrooms
If you need access to a locked classroom before 5:00 p.m., ask at the Communications Center, call 512-232-1101, or ask any member of the Student Affairs Office staff (TNH 2.117, 512-232-1140). If you need access after 5:00 p.m., ask the evening circulation supervisor in the Law Library.

If you need to reserve a classroom for a time other than your regular class period, check “Classroom Availability and Reservations” on the Faculty Resources page of the Texas Law website.

Food & Refreshments (*FALL 2020 is grab-and-go only)
George’s Cafe is located on the first floor on the east side of the law school. George’s offers coffee, breakfast items, snacks, sandwiches, and daily lunch specials. There is also a Starbucks snack and beverage kiosk located in the Tom Clark Lounge. Vending machines with snacks and beverages are available near the Tom Clark Lounge, which is located near the Communications Center. Vending machines with beverages are scattered throughout the school, and other faculty and staff can advise you about other dining options near Texas Law.

John B. Connally Center for the Administration of Justice
The Connally Center houses a state-of-the-art courtroom, our trial advocacy program and most of our clinics. It also contains a few small classrooms, two of which have distance-
learning capability. If you are interested in using the distance-learning facilities, contact Media Services at mediaserv@law.utexas.edu, or call 512-232-7797.

Maps
Maps of the Law School building can be found online by going to the Law School homepage and clicking on the “About” link at the top of the homepage. The direct link is: https://law.utexas.edu/about/facilities/building-maps/. A University of Texas campus map is located at https://maps.utexas.edu/#/utm.

Parking
Parking is available in the San Jacinto Garage located next to the Texas Law. You might want to consider enrolling in the Parking Perks Debit Program, which is a low-cost parking alternative for those who need occasional access to one of the university garages. You may purchase and recharge online. For more information see https://parking.utexas.edu/parking/garages/parking-perks-debit-program.

San Jacinto Garage Hours of Operation:
24 hours a day, 7 days a week, with weekend hours for Bass Concert Hall and other special events.
C. Faculty Events

Faculty Lounge
The Faculty Lounge is in JON 6.209. You are welcome to use it at any time. Coffee and tea are provided. Many members of the faculty routinely use the faculty lounge, so this might provide you with an opportunity to have some informal contact with the regular faculty.

Faculty Lunch (*Cancelled for FALL 2020)
An informal, open-to-all faculty lunch is held every Wednesday in the Sheffield-Massey Room in TNH 2.111. Lunch is buffet-style. Service begins at 11:30 a.m. and continues until about 12:45 p.m.

Faculty Colloquia
There are several colloquia series that meet regularly to discuss legal topics offered by regular and visiting faculty. Information about the colloquia series can be found online at https://law.utexas.edu/colloquia/.
SECTION 3: YOUR COURSE

A. Getting Started

Course Description
You will be asked to provide the Student Affairs Office with a description of your course or seminar that will be made available to the students before early registration. Course descriptions should be provided to Student Affairs by February for those teaching the following fall, and by September for those teaching the following spring. The description should include any course prerequisites. You can see all course and seminar descriptions in the course schedule on the Texas Law website--check the Faculty Resources page for the link.

Canvas
Canvas is a cloud-based learning management system supported by the University. Users must have an upgraded UT EID with signature on file to access Canvas. Please contact LTS Help Desk for training and support.

Canvas gives you access to your class roster, allows you to e-mail your class individually or collectively, and enables you to post announcement, documents, presentations and other materials online.

You may add people without UTEIDs (e.g., personal assistants) to Canvas. However, they must first create a Guest EID at www.utexas.edu/eid, then click on “Get a UT EID.” When the guest EID has been created, email LTS at web@law.utexas.edu with the following information:

- Instructor’s Name
- Guest’s Full Name
- Guest UT EID
- Why guest access is needed
- How long guest access is needed

Classroom Technology
All of our large and medium classrooms are equipped with Crestron control systems, touchscreen PC computers, LCD projectors and screens, and document cameras. All our smaller classrooms have LCD projectors and screens as well as Crestron wall plates and controls to allow for easy presentation and laptop connection. If you want help using this equipment, please contact our Media Services Department at mediaserv@law.utexas.edu or 512-232-7797. You may need a key for access to some equipment, and Media Services can provide it.
If you are interested in using a classroom response system, often called "clickers", contact Media Services for options and support.

Media Services also provides additional audio-visual support for all other Texas Law classrooms, courtrooms and presentation spaces. The school has a wide variety of equipment available for classroom use, including mobile HD video conferencing, LCD projectors, DVD/VCR's, televisions, document cameras, video cameras, tape players, and much more. If you would like to reserve equipment or request a class be audio- or video-taped, contact Media Services.

For a list of room specifications see https://law.utexas.edu/rooms/.

**Classroom Seating Charts**

You may prepare a seating chart by using the Excel forms that are available for each classroom. These “Blank Seating Charts” are available on the Faculty Resources page of the Texas Law website: https://law.utexas.edu/faculty-resources/. The direct link is: https://law.utexas.edu/student-affairs/blank-seating-charts/

**Class Roster**

Class rosters are available on your Canvas site. Photo rosters are available through the UT Class Information page or Student Affairs: https://law.utexas.edu/student-affairs/rosters/. You can find all links on the Faculty Resources page of the Texas Law website.

**Textbooks/Course Materials**

*FALL 2020: For Fall Semester 2020, you are asked to have your faculty assistant scan and post directly to your Canvas course site all materials that ordinarily would be placed on course reserve in the library. This will ensure all students—on-site and remote—have access to reserve readings and will eliminate the possibility of virus transmission through repetitive handling of materials and face-to-face contacts. The Student Affairs Office will contact you to request a list of textbooks for your course. Please respond promptly. Even if your textbooks are ordered directly though the University Co-op or elsewhere, you must notify the Student Affairs Office, which maintains the course book lists that are distributed to students via the online course schedule. This is essential for the many students who purchase their books from somewhere other than the University Co-op.

You may also place library or personal items on course reserve in the library. To do so, contact Martha Clark at mclark@law.utexas.edu or 512-471-7726. All materials will be returned at the end of the semester (unless requested sooner).
If you plan to create a set of materials for your class, a couple of options exist for getting them to your students. First, you may post them or link to them via Canvas. This is a particularly easy way of disseminating any cases, articles, etc. that can be found on Westlaw or Lexis. Class materials can also be duplicated by the University’s Central Duplicating office. You will, however, have to submit the materials several weeks in advance in order to be sure that all copyright clearances can be obtained. No such clearances are required for Westlaw or Lexis materials, as the Law School is licensed to reproduce such materials for educational purposes. Give the materials to your Faculty Assistant, who will forward it to Document Solutions.

If you plan to assign textbooks, notebooks, manuals, or other materials that you have written or prepared, you must obtain approval. Approval must be renewed each year. The link to the approval form can be found at: http://provost.utexas.edu/policies-and-resources/faculty-textbook-authorization.

**Posting Your Class Assignments**

If you have assignments for the first few days of class, you or your Faculty Assistant can post them on the class Canvas site.

**Scheduling Class Meetings/Make-Up Classes**

The Registrar will advise you of your schedule and your course/seminar room. Courses are required to meet 50 minutes a week for the entire semester for each hour of academic credit. Seminars are required to meet for two hours a week. If you need to cancel a class, you should notify your students via Canvas. For last-minute cancellations, contact your Faculty Assistant and the Student Affairs Office at 512-232-1140. Please use the room reservation system to book make-up classes at this link: https://law.utexas.edu/rooms/. Our class schedule is quite full, so it is often difficult to find a time that all students can meet and a room in which to meet.

Class-related activities, with the exception of office hours, are prohibited on designated no-class days and during the final examination period, including the Reading Day. These dates are set aside for students to prepare for and take scheduled final examinations. During this period, papers, presentations, and projects are not to be due, review sessions are not to be scheduled, quizzes are not to be given, and there are not to be any other class-related activities, with the exception of office hours (Policy Memorandum 3.201)

**Registration - Low Enrollments**

Adjunct-taught courses or seminars that have four or fewer JD students enrolled as of the first calendar day of the semester during which the class was to be taught will be cancelled.

**Faculty Evaluation**
At the end of the semester all faculty, including adjuncts, are evaluated in class by the students using a University-wide form, the Course Instructor Survey. All adjuncts will be evaluated using the online version of the form (the eCIS). The Student Affairs Office will notify you when the eCIS is open for students to complete. You may set aside class time for students to complete the eCIS. If not, students will be asked to complete the eCIS on their own time. Instructors will not see their results until after their grades are submitted. You will receive notification from the CIS office when your results are available.

The Associate Dean for Academic Affairs will read student evaluations each term, and this will provide a partial basis for decisions about inviting adjunct faculty to teach again. Of course, you are free to ask your students earlier in the semester for comments on your performance and suggestions on how it might be improved.

Students of Concern

Texas Law relies on its faculty members to assist the administration in taking care of law students. If you notice that a student has been consistently missing class or seems to be otherwise struggling with personal or academic issues, please notify Assistant Dean for Student Affairs Elizabeth Bangs at ebangs@law.utexas.edu or 512-232-1317.
B. The First Week

Course Syllabus

Faculty are required to provide their students and the Student Affairs Office with a course syllabus by the first meeting day of all classes. The University requires that each syllabus contain the following information:

- The course number, course title, unique number, course time, and semester
- Class location
- The instructor’s name, office location, phone number, e-mail address, and office hours
- If there are teaching assistants for the class, their names, office locations, phone numbers, e-mail addresses, and office hours
- URL for course website (if any)
- An overview of the class, including prerequisites or co-requisites, the subject matter of each lecture or discussion, as well as the academic/learning goals for the course and how they will be assessed (see Grading section below). A detailed handout can be found at: https://facultyinnovate.utexas.edu/course-design
- A brief descriptive overview of all major course requirements and assignments
- Description in detail of grading policy and criteria (how many tests, quizzes, papers; weighting of each; amount of homework, etc.
- Attendance and tardiness policy and whether class attendance is used in determining the grade.
- Due dates for homework, projects, etc. that count for 20% or more of the course grade
- Date and time of final exam (when available)
- A list of required and recommended materials, such as textbooks, image collections, audio and audiovisual materials, supplies, chapters, and excerpts as appropriate, identified by author, title and publisher
- A notice that students with disabilities may request appropriate academic accommodations from the Division of Diversity and Community Engagement, Service for Students with Disabilities, 512-471-6259, http://ddce.utexas.edu/disability/how-to-register-with-ssd/

Other information that is helpful to include in the syllabus is referenced below.

Announcing Grading Method

University rules require you to inform your students in writing, no later than the fourth day of the semester, of the method by which their grades will be determined. University Handbook of Operating Procedure §3.22. Please do not deviate from your announced
method of evaluation. If you, for example, have told students that grading will be completely anonymous based on a written final examination, do not add a graded in-class group project. If you intend to base grades on a number of different factors (e.g., class participation, written assignments), you need to tell your students what these factors will be and approximately how much each factor will weigh in the grading. You should also let students know how their exam will be structured. If you announce you will have an open-book exam, do not switch to a closed-book exam. If you announce that your exam will be all essays, do not switch to a multiple-choice exam. You cannot change your evaluation method mid-semester. Doing so violates University rules and invariably creates turmoil within the class.

Office Hours
The University requires that all instructors post or distribute office hours. It is particularly important that seminar students have access to their teachers, given that joint decisions are required about the selection of research topics; instructors may also hold individual conferences about outlines and drafts. Your syllabus should list times you will be available for questions and where you can be visited or, in an emergency, reached. You may want to set aside time for meetings or advise students how they can visit with you in person, by phone, or e-mail.

Prerequisites
Prerequisites are requirements students should meet before enrolling in a particular course. Please list any prerequisites (indicating whether required or recommended) in both your course syllabus and course description. Additionally, notify the Student Affairs Office at registration@law.utexas.edu prior to the semester if assistance is needed in checking prerequisites of your students.

Attendance
Regular and punctual class attendance is required. If you have an attendance policy that was provided in your course syllabus, a student may be dropped from the course, with the consent of the Assistant Dean for Student Affairs, for poor daily attendance at any time prior to the last day of the semester. It is within your discretion to assign either an F or Q to the administrative drop. A Q-drop indicates no academic penalty to the student.

The attendance policy has exceptions for religious holy days and military service, set out below. If you have questions, contact the Student Affairs Office.

1. Religious holy days
A student who misses classes or other required activities, including examinations, for the observance of a religious holy day should inform the instructor as far in advance of the absence as possible, so that arrangements can be made to complete an assignment within a reasonable time after the absence.

2. Absence for military service
A student is excused from attending classes or engaging in other required activities, including exams, if he or she is called to active military service of a reasonably brief duration.

Seminars

Each law student must successfully complete one seminar to graduate. The faculty has adopted a set of rules for seminars, to which you must adhere if you are teaching a seminar. The rules provide that a seminar must require students:

To prepare one to three original papers, based on directed and supervised research, addressing one or more law-related issues. The paper or papers are to be primarily of an analytical rather than descriptive nature. Ordinarily, thirty to fifty double-spaced typewritten pages, including footnotes, in the aggregate, will satisfy the length requirement. The instructor will closely review the paper(s) and provide written and oral suggestions for improvements in style and substance. The student will then prepare a revised version of the paper(s) in light of the instructor's and, if appropriate, fellow students' comments. The paper requirement is not satisfied by pleadings, motions, by-laws, documents, agreements, and other drafting exercises.

The syllabus should advise students in seminars of the nature and size of the paper expected. It is also desirable to create and distribute a schedule setting forth when paper topics must be agreed upon with the instructor and when the first and final drafts will be due. You are urged not to allow delays in the submission of the final draft beyond the last day of exams for the semester.

The seminar rules are available through the Faculty Resources page of the Texas Law website, and reprinted in the Appendix of this Handbook.

Registration—Auditing a Course

You may receive requests from individuals to audit your course. Auditors must fill out a form that requires permission of the instructor and the Assistant Dean for Student Affairs. Auditors are permitted only when space is available. No more than five auditors are allowed in any section. Instructors and the dean may refuse any request to audit a course. The Assistant Dean will generally only approve auditors who are graduate students from other University departments, practicing lawyers and judges, graduates of Texas Law, and graduates of other ABA-approved law schools. (Law students and undergraduates are not permitted to audit law courses.) Permission to audit a course conveys the privilege of listening and observing but not of handing in papers, taking part in discussion, or receiving evaluations. An auditor does not receive University credit for the course, nor is the course recorded on his or her transcript.

Nothing in these rules prohibits an instructor from permitting guests and visitors.
C. Exams

*FALL 2020: All exams will be given remotely in Fall 2020. This means they must be open-book/open-internet. Faculty will be provided with additional information as soon as possible so that you may include relevant information in your course syllabus.

Types

There are various types of exams. You can find examples of past law exams through the link on the Faculty Resources page of the Texas Law website.

You should be familiar with the nomenclature used at Texas Law to describe exams. This will diminish the chance that the students will be confused about how you intend to examine them. Note that take-home and floating exams impose a greater administrative burden than traditional in-room exams.

1. In-room exam
   Given at time and day scheduled by Student Affairs Office. In-room exams are administered by the Student Affairs Office.

2. Take-home exam
   Given on a specified day scheduled by Student Affairs Office within the exam period. Students may take the exam at a location of their convenience and must return the exam within a prescribed time period. The Student Affairs Office does not administer take-home exams. They must be administered by your Faculty Assistant.

3. Floating exam
   Given any time during the exam period at the student’s convenience. Floating exams must be made available to students during the entire exam period. Otherwise, floating exams are like take-home exams. Students may take the exam at a location of their convenience and must return it within a prescribed time period. The Student Affairs Office does not administer floating exams. They must be administered by your Faculty Assistant.

You may specify that your exam is open- or closed-book. If it is open-book, you may limit the material to which students may have access. For example, you might allow them to bring a copy of their textbook or particular statutes into the exam, but not other materials. If you decide to allow access to certain materials, be sure to be precise about what you will and will not allow, and to do so early in the semester. Electronic documents may not be accessed during the exam, so students must possess hard copies of any allowed materials.

For in-room exams, Texas Law allows students to type their exam on a laptop. The student must install a school-approved software program that allows laptops to function solely as word processors and disables them from accessing any files and other applications,
including e-mail and instant messaging. If you have any questions, contact Julie Tipton at julie.tipton@law.utexas.edu or 512-232-1142.

Submission of Exam to Student Affairs Office

All in-room examinations are administered by the Student Affairs Office. Exams must be submitted to that office no later than three full business days prior to exam date due to external University Duplicating deadlines. There are specific requirements as to the content of the instructions, page numbering, etc. A memo describing them is attached in the Appendix. Your Faculty Assistant is knowledgeable about these requirements. A staff member will contact you if there are any errors. Please check and double-check your exam for any errors before you submit it.

Faculty Presence on Campus During Final Examination Periods

A faculty member is responsible for ensuring that he or she is available during the final exam period for related questions and to resolve problems, and that final course grades are turned in on time. Unless a faculty member has received approval for travel under regular University policy, he or she must be available on campus during final examinations in his or her courses, or available in the Austin area and easily reachable by telephone or e-mail. The faculty member must remain in the Austin area until his or her grades are finalized. If a faculty member must travel during this time, he or she must include on the request for travel authorization how final examination matters will be handled and how he or she can be reached in case of an emergency.

Postponement

Texas Law policy prohibits the administration of an exam prior to the scheduled exam date; however, under certain circumstances, a postponed exam may be allowed for an individual student or students. Exams are graded anonymously. If any student approaches you with questions regarding an exam postponement, in order to maintain anonymity, direct the student to the Student Affairs Office. Only the Assistant Dean for Student Affairs may approve a postponement, and only if certain criteria are met.
D. Grading

Prompt & Careful Grading

Assigning grades is one of the most important tasks that any instructor performs. Because of the size of our student body and the high student/teacher ratio, our students receive relatively little feedback on their performance. Prompt and careful grading is therefore of the greatest importance. Late and careless grading is a perennial source of student discontent. Instructors of record are expected to grade student coursework and exams without the use of a proxy.

Texas Law faculty have adopted a mandatory grading policy for all graded classes other than seminars. A copy of the policy is available through the Faculty Resources page of the Texas Law website, and it is excerpted below. Please acquaint yourself with this policy before the semester starts. This will help you avoid making representations to your class about your grading practices that may be inconsistent with the Texas Law grading policy. In addition, if you assign grades during the semester to written work, projects, exercises, etc., you will be able to do so in a manner that facilitates rather than impedes adherence to the mandatory grading policy.

Grade Policy

The following letter grades are assigned at Texas Law: A+, A, A-; B+, B, B-; C+, C; D; and F. In calculating the grade point average for law courses, an A+ counts as 4.30 points a semester hour; an A as 4; an A- as 3.70; a B+ as 3.30; a B as 3; a B- as 2.70; a C+ as 2.30; a C as 2; a D as 1.70; and an F as 1.30. An explanation of the grading policy appears on the student's transcript.

All curricular offerings other than clinics are graded on Texas Law’s letter grade system. Prior approval of the Dean is required before a course or seminar may be graded on a pass/fail basis. This is granted only in very special circumstances and must be done well in advance of the semester. Law students are able to elect to take one course pass/fail during their law school career. However, this election by a student will not affect your grading of the course. Instructors will not learn which students, if any, are taking the class pass/fail until after grades are submitted.

A non-law graduate student who enrolls in a Texas Law course offered for a letter grade may register on a credit/no credit basis if permitted to do so by his or her graduate adviser.

1. Classes Other Than Seminars

To standardize grading practices across courses and eliminate the incentive for students to choose classes based on the grading practices of the professor, the faculty adopted a grading system for classes other than seminars. This policy requires the professor to produce a set of final grades that generates a class mean (average) grade of 3.3 (plus or minus .05).
(a) **Mandatory Mean.** The mean (average) grade for your course must fall between 3.25 and 3.35 inclusive. There is no rounding up or down; 3.2495 is too low and 3.351 is too high. The online grade submission will not accept grades that are outside this range, and the Student Affairs Office is not permitted to record grades for a class in which the mean falls outside this range unless the Associate Dean for Academic Affairs grants an exception. Note that non-JD students, such as LLM students and non-law graduate students, are not subject to the mandatory grading policy. Therefore, their grades are not included in the mandatory mean calculation. However, you may, at your election, decide to include LLM students in the curve in your course. Most faculty members exclude LLM students from the curve, but the decision is completely at your discretion.

(b) **High Incoming GPAs.** If the average incoming GPA of the JD students who enroll in an upper-division class is above 3.5, the maximum permitted mean grade for the class rises accordingly (i.e., to the level of the average incoming GPA of the JD students).

(c) **Exceptions.** Under limited circumstances, a professor may request an exception from the required mean. To do so, before submitting grades to the Student Affairs Office, the professor must submit adequate justification to the Associate Dean for Academic Affairs. The grounds for such an exception are: (1) that the class has twenty or fewer students AND the required mean is not appropriate because of either (a) the method of evaluation or (b) the distribution of raw data; or (2) other truly exceptional reasons. Please note that the exception is not automatic. You must submit a request for an exception to Associate Dean for Academic Affairs. If your exception is based on the method of evaluation, you should request the exception early in the semester.

(d) **Maximum number of A+ grades.** There is an independent cap on the number of A+ grades that may be awarded. A maximum of 6% A+ grades (rounded up to the next whole number) may be awarded in classes other than seminars. No exception from this policy is allowed.

(e) **Submission of grades.** All grades, both preliminary and final, must be submitted electronically (see Procedures below).

2. **Seminars**

Students in writing seminars are graded largely, if not entirely, on the basis of their research papers. If you should desire to adopt the very unusual practice of having an examination in a writing seminar as an additional basis for evaluation of student performance, the syllabus should make this clear and should explain the
extent to which performance on the examinations will contribute to the final grade.

(a) *No mandatory mean requirement*. Seminars are exempt from the mean grade requirement. However, even in seminars, there should be a distribution of grades from A+ to B or below.

(b) *Maximum number of A+ grades*. There is an independent cap on the number of A+ grades that may be awarded. A maximum of 15% A+ grades (rounded up to the next whole number) may be awarded in seminars. No exception from this policy is allowed.

**Blind Grading of Final Exams**

In courses with final exams, the exams are to be graded anonymously (“blindly”). Each student has a randomly-assigned examination number. The faculty member will not be given the students’ names until after exam grades are submitted electronically to the Student Affairs Office. You may take classroom participation or other work into account (assuming that you have notified the students to that effect in writing during the first four class days as required by University rules), but you may do so only after submitting exam grades electronically to the Student Affairs Office. If you are evaluating your students on written work in addition to the exam, you may want to consider arranging for blind grading of these as well, although it is not required.

Seminar and other courses that are graded without reference to a final examination are exempted from blind grading.

**Timely Submission of Grades**

Final grades must be turned in to the Student Affairs Office no later than the deadlines published on pages 3-4 of this handbook. All grades must be submitted electronically (see Electronic Submission of Grades below).

Late grades are frustrating to the students and put many of them at a disadvantage in their search for a job. We cannot emphasize enough how much ill will this causes among our students. The faculty has recognized the corrosive effect of late grading by imposing upon itself a system for imposing financial penalties for late grades. We cannot impose such sanctions upon adjuncts, but failure to adhere to the grading deadline will be a factor in rehiring decisions for adjunct positions.

**Electronic Submission of Grades**

You must submit your exam scores (preliminary grades) and final class grades to the Student Affairs office electronically. The electronic grade submission link can be found on the Faculty Resources page of the UT Law website.

Final exam scores are entered by using a student’s exam number. After the exam scores (preliminary grades) have been posted, you will have the ability to see the students’
names and calculate a student’s final class grade based upon factors other than the exam. If you have any questions, contact Sarah Kitten in the Student Affairs Office at kitten@law.utexas.edu or 512-232-1143.

**Changing Grades**

The following rule for grade changes was approved at the faculty meeting on May 31, 1982:

*After a final grade had been submitted to, and recorded by, the [Student Affairs Office], it shall not be changed except for good cause submitted in writing to the Associate Dean for Academic Affairs and approved by the Dean of the Law School. Good cause is best exemplified by arithmetical error, but may include other reasons. It is not good cause to change a grade for humanitarian or other reasons merely to affect a student's grade point average, for example, to achieve honors status, to be eligible for graduation, to be removed from scholastic probation, or to be redeemed from dismissal for academic failure.*

It was understood at the faculty meeting that a final grade, while not defined, includes all grades submitted by a faculty member to the Student Affairs Office except a temporary "pass" submitted for some students in a course prior to the time that the entire set of exams for the course has been graded.

**Student Access to Graded Classwork**

A student has the right to have all written materials that are submitted to meet the requirements of a course returned or made available for review. To be “made available” does not ensure the right to a photocopy, but the materials may be examined in the office of the faculty member or the academic department. Written materials that are not returned to the student must be retained by the faculty member or the department for at least one long-session semester following the completion of the course. Many law faculty members give graded exams to their Faculty Assistants for distribution and safekeeping.

After grades are rendered, students often (and understandably) want to meet with the professor to learn about the basis for the grade. These are not always pleasant conversations, to say the least. It should go without saying, however, that we have an obligation as teachers to make reasonable efforts to convey information as to why the grade turned out the way it did. That is especially important, in situations in which the final grade turns in part on non-anonymous measures such as a student’s performance in an oral presentation. Of course, you need not go to unreasonable levels of detail about your grading decisions, and there is certainly no obligation to relitigate the merits of your decisions.
E. The Honor Code & Plagiarism

Honor System
All students are bound by the following University Honor Code; law school students are also bound by the Texas Law Honor Code described below.

1. University Honor Code
The core values of the University of Texas at Austin are learning, discovery, freedom, leadership, individual opportunity, and responsibility. Each member of the University is expected to uphold these values through integrity, honesty, trust, fairness, and respect toward peers and community.

2. Texas Law Honor Code
The study of law is an integral part of the legal profession. Students engaged in legal studies should learn the proper ethical standards as part of their education. All members of the legal profession recognize the need to maintain a high level of professional competence and integrity. A student at the University of Texas at Austin School of Law is expected to adhere to the highest standard of personal integrity. Each student is expected to compete honestly and fairly with his or her peers. All law students are harmed by unethical behavior by any student. A student who deals dishonestly with fellow law students may be dishonest in the future and harm both future clients and the legal profession. Under the honor system, the students must not tolerate unethical behavior by their fellow students. A student who knows of unethical behavior of another student is under an obligation to take the steps necessary to expose this behavior. Students in the University of Texas at Austin School of Law are governed by the Institutional Rules on Student Services and Activities. Students may be subject to discipline for cheating, plagiarism, and misrepresentations.

Plagiarism
The definition and discussion of plagiarism below is from the Student Conduct and Academic Integrity website:
Additional information is available there. Information about detecting plagiarism can be found at: http://legacy.lib.utexas.edu/services/instruction/learningmodules/plagiarism/.
Plagiarism is an extremely serious violation of academic integrity. The Institutional Rules on Student Services and Activities at The University of Texas at Austin defines plagiarism as follows: “Plagiarism” includes, but is not limited to, the appropriation of, buying, receiving as a gift, or obtaining by any means material that is attributable in whole or in part to another source without any indication of the original source, including words, ideas, illustrations, structure, computer code, and other expression or media, and
presenting that material as one’s own academic work being offered for credit or in conjunction with a program course or degree requirements (Section 11-402(d)).” Plagiarism can occur in a myriad of forms and media. Although most commonly associated with writing, all types of scholarly work, including computer code, music, scientific data and analysis, and electronic publications can be plagiarized. The aim of this section is to help students and faculty deal with the complex and important issue of plagiarism on campus.

A Question of Intent?

Plagiarism, strictly speaking, is not a question of intent. Any use of the content or style of another's intellectual product without proper attribution constitutes plagiarism. However, students plagiarize for a variety of reasons, and awareness of these reasons is essential for understanding the problem of plagiarism.

Some students choose to plagiarize. Whether claiming to be overworked, compensating for their own perceived academic or language deficiencies, or simply hoping to gain an academic advantage, those who choose to claim credit for another's work are guilty of plagiarism. Those who intentionally plagiarize "borrow" either from published sources, such as books, journal articles, or electronic information, or from unpublished sources, such as a friend's paper or a commercial writing service. Whatever the source, such conduct is a direct and serious violation of accepted standards of academic integrity.

Others, however, stumble into plagiarism. Negligent plagiarism can result from ineffective proofreading, sloppy note taking, or, most commonly, simple ignorance about the nature of plagiarism itself. Such inadvertent plagiarism, while not an excuse for what is still a serious breach of academic standards, is a more complex area of academic conduct than straightforward copying. Addressing the issue of negligent plagiarism requires a careful examination of both the definition of plagiarism and the appropriate techniques for scholarly attribution.

What is Plagiarism?

Nearly everyone understands that copying passages verbatim from another writer's work and representing them as one's own work constitutes plagiarism. Yet plagiarism involves much more. At The University of Texas at Austin plagiarism is defined to include any use of another's work and submitting that work as one's own. This means not only copying passages of writing or direct quotations but also paraphrasing or using structure or ideas without citation. Learning how to paraphrase and when and how to cite can be difficult, yet it is an essential step in maintaining academic integrity.

Paraphrasing

Like a direct quotation, a paraphrase is the use of another's ideas to enhance one's own work. For this reason, a paraphrase, just like a quotation, must be cited. In a
paraphrase, however, the author rewrites in his or her own words the ideas taken from the source. Therefore, a paraphrase is not set within quotation marks. So, while the ideas may be borrowed, the borrower's writing must be entirely original; merely changing a few words or rearranging words or sentences is not paraphrasing. Even if properly cited, a paraphrase that is too similar to the writing of the original is plagiarized.

Good writers often signal paraphrases through clauses such as "Werner Sollors, in Beyond Ethnicity, argues that..." Such constructions avoid excessive reliance on quotations, which can clog writing, and demonstrate that the writer has thoroughly digested the source author's argument. A full citation, of course, is still required. When done properly, a paraphrase is usually much more concise than the original and always has a different sentence structure and word choice. Yet no matter how different from the original, a paraphrase must always be cited, because its content is not original to the author of the paraphrase.

Responding to Violations of the Honor Code

If you suspect plagiarism or another violation of the Honor Code has occurred in your course, immediately contact Elizabeth Bangs, the Assistant Dean for Student Affairs, at ebangs@law.utexas.edu or 512-232-1317, and she will advise you about how to proceed. If a faculty member determines a violation has occurred, she may impose one of the following sanctions:

1. **Retake** of exam or **re-submission** of the assignment in question.
2. **No credit** or **reduced credit** for the paper, assignment, or test in question.
3. **Failing grade** or **reduced final grade** for the course.

All disciplinary sanctions must follow University procedures and be reported on official forms.
APPENDIX

A. Seminar Rules

The writing seminar serves several important purposes. First, it develops students' research skills. Second, it provides each student with an intensive writing experience in preparing one or more papers of an analytical nature. Third, the writing seminar provides students with a valuable opportunity for small group discussion and close faculty contact regarding matters of legal significance.

1. Requirements
For an offering to qualify as a writing seminar, the student is to prepare one to three original papers, based on directed and supervised research, addressing one or more law-related issues. The paper or papers are to be primarily of an analytical rather than descriptive nature. Ordinarily, thirty to fifty double-spaced typewritten pages, including footnotes, in the aggregate, will satisfy the length requirement. The instructor will closely review the paper(s) and provide written and oral suggestions for improvements in style and substance. The student will then prepare a revised version of the paper(s) in light of the instructor's and, if appropriate, fellow students' comments. The paper requirement is not satisfied by pleadings, motions, by-laws, documents, agreements, and other drafting exercises.

2. Size
Writing seminars are limited to twelve students, unless the instructor agrees to admit additional students up to a maximum seminar size of sixteen students.

3. Meetings
Writing seminars will ordinarily meet regularly as a group with the instructor present for the designated number (typically 28) of hours. Writing seminars may meet less often than 28 hours, but in no case for fewer than twenty hours total, in order to provide additional time for meetings by the instructor with individual students and for student research and writing.

4. Grading
Aside from the rule that the "A+" grade may not be awarded to more than 15 percent of the students in a writing seminar (which translates into one student for seminars of twelve or fewer student), there is no mandatory grading curve for writing seminars. Nevertheless, the full range of grades (down through F) is available. Differences in the ambition and quality of work are to be recognized by differences in grading; poor papers should be given low grades.

5. Notice and procedure
(a) The instructor shall provide a Course Description or otherwise provide in writing the basic information about the writing seminar, such as subject matter, prerequisites (if any), and criteria for deciding which students have priority. Instructors offering writing seminars are to be available to answer questions about the course.

(b) At the first meeting, the instructor should set forth in writing the rules by which the writing seminar will be conducted, such as the minimum length and format of papers, permissible subject matter, grading criteria (including what, if anything, other than the paper(s) will be considered), due dates of drafts and final submissions, and the consequences of late submissions (such as failing grade, reduced grade).

(c) The rules applicable to writing seminars are to be included in student registration and early registration packets and are to be issued to the instructors prior to the first meeting.

(d) Writing seminars shall be regularly and systematically evaluated to ensure compliance with these rules.
B. Grading Policy

The mean grade for a class shall be between 3.25 and 3.35, unless one of the exceptions enumerated below applies.

1. Inclusion of Non-JDs Is Optional
   All JD students enrolled in the class must be included in this calculation. The instructor has discretion as to whether to include any enrolled non-JD students in this calculation. If the non-JD students are not included with the JD students in the mean calculation, no mean requirement applies to the non-JD students.

2. Treatment of First-Year Students in Upper-Class Courses
   Professors may calculate separate curves for first-year and upper-class students in courses that enroll both. Each curve considered separately shall be subject to these rules.

Other Exceptions

1. High Incoming GPAs
   If the average incoming GPA of the JD students who enroll in an upper-division class is above 3.5, the maximum permitted mean grade for the class rises accordingly (i.e., to the level of the average incoming GPA of the JD students). The minimum permissible mean grade remains 3.25, subject to other exceptions listed below.

2. Small Enrollments
   Classes with fewer than 10 JDs enrolled are automatically exempted from the curve. In classes with 10-20 students (counting only JDs if non-JD students are graded separately) where relief is not already available under exception 2(a) (“High Incoming GPAs”), faculty may seek relief from rule 1 from the Associate Dean for Academic Affairs on either of the following grounds:

   (a) The method of evaluation for the class renders it inappropriate to conform to the mean requirement; or

   (b) The class did not generate an appropriate grade distribution.

3. Truly Exceptional Circumstances
In classes with 21 or more students (counting only JDs if non-JD students are graded separately) where relief is not already available under exception 2(a) (“High Incoming GPAs”), faculty may seek relief from rule 1 from the Associate Dean for Academic Affairs in the event of a truly exceptional justification.

4. Seminars
Seminars are automatically exempt from rule 1.

Distribution of Grades

1. Mandatory Distribution of Grades in First-Year Large Sections
   (a) 30 to 40% of grades must be A+, A, or A-; and,
   (b) At least 15% of grades must be B- or lower.

2. Recommended Distribution of Grades in Other Courses
   (a) About 35% of grades should be A+, A, or A-;
   (b) About 55% of grades should be B+, B, or B-; and,
   (c) About 10% of grades should be C+, C, D, or F.

3. Maximum Percentage of A+ Grades
A maximum of 6% A+ grades (rounded up to the next whole number) may be awarded in most classes. In seminars, no more than 15% of the grades may be A+.
C. SEX DISCRIMINATION, SEXUAL HARASSMENT, SEXUAL ASSAULT, SEXUAL MISCONDUCT, INTERPERSONAL VIOLENCE AND STALKING POLICY AND CONSENSUAL RELATIONSHIPS POLICY

Policy Statement

It is the policy of The University of Texas at Austin to provide an educational and working environment for its students, faculty and staff that is free from sex discrimination (including discrimination of the basis of gender identity, gender expression, and sexual orientation), sexual harassment, sexual assault, sexual misconduct, interpersonal violence (including dating and domestic violence), and stalking. In accordance with federal and state law, the University prohibits discrimination on the basis of sex (including gender), and prohibits sexual harassment, sexual assault, sexual misconduct, interpersonal violence, and stalking.

The University will not tolerate sex discrimination, sexual harassment, sexual misconduct or physical abuse, threats of violence, physical assault, or any form of sexual violence, including but not limited to sexual assault, acquaintance rape, domestic violence, dating violence or stalking. These unacceptable behaviors are “prohibited conduct.” Individuals who alone, or in concert with others, participate or attempt to participate in prohibited conduct described in the policies are subject to disciplinary actions by the University, notwithstanding any action that may or may not be taken by civil or criminal authorities.

The University strongly encourages students, faculty, staff, and third-parties to promptly report incidents of prohibited conduct. Responsible Employees (mandatory reporters) of the University (as defined by the University policy) are required promptly report incidents of prohibited conduct to the Title IX Office (https://titleix.utexas.edu/ or 512-471-0419).

- Responsible Employee: Pursuant to Title IX, a Responsible Employee is a University employee who has the authority to take action to redress an alleged violation of this policy; who has been given the duty of reporting such allegations to the University Title IX Coordinator or designee; or whom an individual could reasonably believe has this authority or duty. At the University of Texas at Austin, Responsible Employees include, but are not limited to:
  - administrators
  - academic advisors
  - coaches, and other athletic staff who interact directly with students
  - faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AIs), and teaching assistants (TAs)
  - graduate research assistants
  - resident life directors
  - resident assistants
  - all supervisor staff
Our commitment is outlined in the following University policies.

Students:
- **General Information Catalog (Institutional Rules), Appendix D: Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking**
  - Students who engage in prohibited conduct will be subject to disciplinary action as outlined in General Information Catalog (Institutional Rules), Chapter 11, Student Discipline and Conduct, Appendix C.

Faculty, Staff, Contractors, & Visitors:
- **HOP 3-3031 Prohibition of Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking**
  - Employees who engage in prohibited conduct will be subject to disciplinary action as outlined in HOP 5-2420 Policies and Procedures for Discipline and Dismissal of Employees.
  - Faculty who engage in prohibited conduct will be subject to disciplinary action as outlined in HOP 2-2310 Faculty Grievance Procedure.

Additional policies that are relevant:
- **Nondiscrimination Policy HOP 3-3020**
- **Consensual Relationships Policy HOP 3-3050**
- **Prohibition of Campus Violence HOP 8-1010**
- **Notice of Non-discrimination on the Basis of Sex/Gender Spring 2019**

**Senate Bill 212:**

**Senate Bill 212 (SB 212)** was signed into state law after the 2019 Texas legislative session and is now in full effect as of January 1, 2020. All new reporting obligations and penalties in the law must be followed.

The law addresses reporting requirements for incidents of sexual harassment, sexual assault, dating violence, or stalking at certain public and private institutions of higher education, including UT. For a detailed definition of these terms, please review University HOP 3-3031.

As a reminder:
- As of January 1, 2020, all employees who witness or receive information about sexual harassment, sexual assault, dating violence and stalking 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. Reports can be made by phone: (512) 471-0419; email, or online.

- Reports to the Title IX Coordinator must include all relevant information that is known about the incident.
- Student employees are encouraged, but not required, to report under SB 212. However, if a student employee is designated as a responsible employee, they are still required to report under Title IX and their responsible employee duties.
- Retaliation against persons who make a good faith report is prohibited.
- **An employee who does not report an incident or who makes a false report can be charged with a criminal offense (Class B or Class A Misdemeanor). If an employee fails to make a required report or makes a false report, the law requires that the employee be terminated.**
- Employees who have been designated by the university as confidential or private employees are **only** required to report the type of incident. Students can talk to confidential employees about a Title IX related matter with assurance that confidential employees may not reveal the student’s identity or other identifying information. A list of confidential and private employees is available on the Title IX website.

**Scope & Audience**

This policy applies to all University students and employees, visitors, contractors, applicants for admission to or employment with the University, as well as University affiliates and other conducting business on campus.

In addition to incidents that occur on the University campus, the University may investigate and take disciplinary action in response to incidents that take place during official functions of the University, or incidents that have a substantial connection to the interests of the University regardless of the location in which the incident(s) occur.

**Definitions**

For definitions, see [HOP 3-3031 Prohibition of Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Interpersonal Violence, and Stalking](https://policies.utexas.edu/policies/hop/3-3031)

**Reporting Responsibilities**

<table>
<thead>
<tr>
<th>CONTACT</th>
<th>DETAILS</th>
<th>WEB</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Title IX Coordinator</td>
<td>Phone: 512-232-3992</td>
<td>Website: <a href="https://titleix.utexas.edu/">https://titleix.utexas.edu/</a></td>
</tr>
<tr>
<td></td>
<td>Email:</td>
<td>Website:</td>
</tr>
<tr>
<td>--------------------------</td>
<td>--------</td>
<td>----------------------------------------------</td>
</tr>
<tr>
<td>Deputy Title IX Coordinator: Office for Inclusion and Equity (Faculty &amp; Staff Concerns)</td>
<td><strong>Phone:</strong> 512-471-1849</td>
<td><strong>Website:</strong> <a href="http://equity.utexas.edu/">http://equity.utexas.edu/</a> <strong>Email:</strong> <a href="mailto:equity@utexas.edu">equity@utexas.edu</a></td>
</tr>
<tr>
<td>Deputy Title IX Coordinator: Office of the Dean of Students (Student Concerns)</td>
<td><strong>Phone:</strong> 512-471-5017</td>
<td><strong>Website:</strong> <a href="http://deanofstudents.utexas.edu/emergency/">http://deanofstudents.utexas.edu/emergency/</a> <strong>Email:</strong> <a href="mailto:studentemergency@austin.utexas.edu">studentemergency@austin.utexas.edu</a></td>
</tr>
<tr>
<td>UT Counseling and Mental Health Center (CMHC)</td>
<td><strong>Address:</strong> Student Services Building (SSB) 5th Floor <strong>Phone:</strong> 512-471-3515 24-Hour Telephone Counseling: 512-471-CALL (2255)</td>
<td><strong>Website:</strong> <a href="https://cmhc.utexas.edu/">https://cmhc.utexas.edu/</a></td>
</tr>
<tr>
<td>University Health Services (UHS)</td>
<td><strong>Address:</strong> Student Services Building (SSB) 1st Floor <strong>Phone:</strong> 512-475-4955 Nurse Advice Line: 512-475-NURS (6877)</td>
<td><strong>Website:</strong> <a href="https://healthyhorns.utexas.edu/">https://healthyhorns.utexas.edu/</a></td>
</tr>
<tr>
<td>Employee Assistance Program (EAP)</td>
<td><strong>Phone:</strong> 512-471-3366 24-hour Telephone Line: 512-471-3399</td>
<td><strong>Website:</strong> <a href="https://hr.utexas.edu/current/eap">https://hr.utexas.edu/current/eap</a> <strong>Email:</strong> <a href="mailto:eap@austin.utexas.edu">eap@austin.utexas.edu</a></td>
</tr>
</tbody>
</table>

**Consensual Relationships**

Consensual Relationships Policy [HOP 3-3050](https://policies.utexas.edu/policies/consensual-relationships)
The University is committed to maintain an academic community (including associated teaching, research, working and athletic environments) free from conflicts of interest, favoritism, and exploitation. This policy addresses romantic relationships and/or sexual interactions that, although consensual, may create actual and perceived conflicts of interests, and create the possibility for exploitation or favoritism.

Except as expressly permitted in the policy, this policy prohibits consensual relationships between:

- Employees (including faculty) or University affiliates and undergraduate students;
- Employees (including faculty) or affiliates and any graduate student whom that individual teaches, manages, supervises, or evaluates in any way;
- Intercollegiate Athletics coaches, affiliates, or athletics employees and student-athletes;
- Student employees and any student whom that student employee teaches, manages, supervises, advises, or evaluates in any way; and

Employees (including faculty) and/or affiliates where one teaches, manages, supervises, advises, or evaluates the other in any way, unless the person is the position of greater authority or power notifies appropriate University office and a mitigation plan (as defined in the policy) is in place.
D. Emergency Procedures

**FIRE**
- Activate the nearest fire alarm pull station immediately if you see fire, smoke, or fire.
- When a fire alarm is activated, the Fire Department is automatically notified. Emergency Floor Managers at the Law School will respond to assist as needed.
  - Evacuate the building immediately.
  - Follow the guidelines for the Law School’s Emergency Evacuation Plan.
  - Call 911 or UTPD 471-4441.
- **DO NOT USE** elevators.
- **MAINTENANCE & INSURED PERSONS:** Emergency Floor Manager will escort the individual to the nearest fire stair landing. Floor Manager will exit the building and immediately notify firefighters who will then ascend the stair landing and further assist the individual.
- Do not enter buildings until “All Clear” is announced by emergency staff.

**SEVERE WEATHER**

**TORNADO**
- If a tornado is sighted near the university: Dial 911 or 471-4441 from a campus phone to report tornado sighting to UTPD dispatcher. Seek shelter immediately.
- **If tornado is imminent near you:**
  - If you are inside the building:
    - Seek the safest area in the Law School:
      - *Lower Level 1: The Law School Narrative Center*
      - *Lower Level 2: The Law School Library*
      - *Upper Level:
      - *Tornado warning* or *short-term notice*
  - Go to an interior hallway.
  - Protect yourself by going into a “drop and duck” position.
  - If there is no time to get inside:
    - Lie in a ditch or invulnerable area or crouch near a strong building.
    - Be aware of potential for flooding.
    - Use jacket, cap, backpack or any similar items to protect face and eyes.
    - Protect yourself by going into a drop and duck position.

**LOCKDOWN**
- The direction “lockdown” is used to protect occupants in proximity of immediate threat by limiting access to building and rooms.
- Should you discover that there is a violent or potentially violent person in your building, DO NOT CONFRONT THE PERSON UNLESS THERE IS NO OTHER OPTION TO SAVE YOUR LIFE.
- Follow the “OUTS”:
  - Get Out of facility/building if possible.
  - Call Out - Call 911 or UTPD 471-4441.
  - Keep Out - Do not lock exterior doors. Close, lock, and barricade interior doors in your office/classroom.
  - Hide Out - Seek shelter in the nearest secured place, i.e. classroom or office. Turn off lights and any devices that may indicate that the room is occupied. BE QUIET, do not respond to anyone at the door. Sit or lie on the floor or couch behind or under desk. Law enforcement will announce themselves and release anyone in that room when it is safe.
  - Take Out - Last resort. Use anything to distract or disable the suspect if the suspect were to enter your classroom or space.

**UNIQUE PERSON:**
- Direct ALL authorized persons to the Law School’s Communications Center.
- DO NOT send any visitor to the legal clinics or the Pro Bono Program - they do not accept walk-ins.
- To report suspicious activity, contact UTPD 471-4441, or 911.

**DISGUSTED INDIVIDUAL:**
- Listen to the concerns and try to redirect the person to the appropriate office.
- If the person has a legal problem, refer them to the Pro Bono Program: (512) 532-2800.
- If you feel threatened at any time, call UTPD 471-4441 or 911 and give as much information as possible.
- Notify Dean’s Office: 322-1120.

**SHELTER IN PLACE**
- Shelter-in-place is the use of any classroom, office, or building for the purpose of providing temporary shelter.
- Shelter-in-place procedures may be in effect for any of the following reasons: tornado, severe weather conditions, pipeline rupture, terrorist attack, release of biological or chemical agents.
- Seek the safest area in the Law School.
- Stay away from windows.
- Use mats to protect head and neck in “drop and duck” position.
- Monitor emergency communications for instructions: www.utexas.edu/emergency

**MEDICAL EMERGENCIES**
- Look for a Medic Alert bracelet or necklace.
- Have someone call 911. If you are alone, yell for help. If you are unable to summon help, call 911, then return and assist the person (but the victim is an infant, do not leave child alone at any time and begin CPR procedure).
- Locate or ask for the Law School Emergency Floor Manager to bring the Automatic External Defibrillator (AED) and begin AED procedure.
- Give 911 operator as much info as possible: type of emergency, what help is needed, exact address.
- DO NOT move the victim. Give first aid until emergency personnel arrive.

**PROXY CARD**
- When an alarm sounds, evacuate. NEVER second-guess or assume the alarm to be false.
- Leave the building in an orderly manner without rushing or crowding. Take personal belongings: keys, purses, wallets, pocketbooks, etc., only if you know how and safely permit without delay.
- Close classroom or office doors as you leave. Emergency Floor Managers will have “evacuated” sign on outside door knob.
- Follow directions given by Floor Managers.
- Go to evacuation assembly point.
- Assist persons with disabilities or special needs.

**IMPORTANT NUMBERS:**

- Law School Dean’s Office: 232-1120
- Police: 911 or UTPD 471-4441
- UHV Emergency Information: 252-9999
- UT失踪24小时失踪热线: 475-6877 (对学界内学生)
- 911 Center: 475-0400 (在紧急情况下)
- Auto Assistance (LADS): 471-4441
- UT Campus Emergency Website: www.utexas.edu/emergency