

## Confidential Support Services

Under Title IX guidelines the seminary uses both responsible employees and confidential employees in the reporting of Title IX violations. A responsible employee is a seminary employee who is required to report violations to a Title IX Coordinator. All faculty members, department heads, apartment managers, the Dean of Students, the Advisor to Women Students and the seminary Chaplain are designated responsible employees. A confidential employee is an employee who remains confidential and will only report a violation with the permission of the victim. All licensed professional counselors and staff members in the Counseling Services Department are designated confidential employees. This allows victims to make informed decisions about who to contact.

- Even if you do not specifically ask for confidentiality, DTS will only disclose information to individuals who are responsible for handling the response to sexual harassment and/or sexual violence.
- You have the right to talk with seminary officials about protecting your safety and privacy.

## Campus Resources

- **Title IX Co-coordinators**  
Dr. Joye Baker: 214-887-5132  
Chief John Bloom: 214-887-5591  
Mr. Wes Wada: 214-887-5221
- **Resources Coordination**  
Dean of Students, Dr. George Hillman: 214-887-5261  
Director of Human Resources, Mr. Wes Wada: 214-887-5221
- **Counseling and Emotional Support Services**  
Counseling Services, Dr. Kelly Cheatham: 214-887-5370
- **General Questions and Concerns**  
Student Life: 214-887-5360
- **Campus Safety and Security**  
Chief John Bloom: 214-887-5591  
Campus Police: 214-887-5590
- **Emergencies**  
911 or Campus Police: 214-887-5590

## Community Resources

- **Police Information**  
Dallas City Police—Central Operations Division  
334 S. Hall St., Dallas, Texas 75226  
214-670-4413
- **Medical Treatment**  
Baylor University Medical Center  
3500 Gaston Ave., Dallas, TX 75246  
214-820-0111

## • Hotlines

Dallas Area Rape Crisis Center 24-hour hotline:  
972-641-RAPE (7273)

Texas Council on Family Violence: [www.tcfv.org](http://www.tcfv.org)  
Texas Association Against Sexual Assault (TAASA):  
512-474-7190

National Domestic Violence Hotline: 800-799-SAFE (7233)  
or TTY: 800-787-3224

- **Genesis Women's Shelter & Counseling Office** (bilingual)  
4411 Lemmon Ave., Ste. 201, Dallas, TX 75219  
[www.genesisshelter.org](http://www.genesisshelter.org)

- Free 24-hour emergency shelter; only for abused women and children fleeing domestic violence
- 24-hour hotline: 214-946-HELP (4357)
- Counseling: 214-389-7700

- **The Family Place** (bilingual)  
[www.familyplace.org](http://www.familyplace.org)  
24-hour Crisis Hotline: 214-941-1991

Provides these amenities:

- Emergency shelter: provides family violence victims with safety, food, clothing, transportation, legal services, counseling and case management services at its 100-bed Safe Campus.
- Transitional housing, Child Development Center, Safe Campus Learning Center, community-based counseling, children's counseling, incest recovery program, supervised child visitation, Battering Intervention and Prevention Program (BIPP), legal services, resale shop

- **Hope's Door** (bilingual)  
Crisis Line: 972-422-SAFE (7233)  
Counseling and intervention services: 972-422-2911  
Crisis Center Locator: [www.hopelaws.org/crisis-center-locator](http://www.hopelaws.org/crisis-center-locator)



Dallas Theological Seminary

Student Life • 3909 Swiss Avenue • Dallas, TX 75204

1-800-DTS-WORD • 214-887-5360 • [studentlife@dts.edu](mailto:studentlife@dts.edu)

SL36374

[www.dts.edu/title-ix](http://www.dts.edu/title-ix)



# Abuse & Discrimination Resources

Within DTS's Abuse and Harassment Policy the term "sex" is to be interpreted in accordance with DTS's definition of sexual orientation as defined in the DTS Statement on Marriage and Human Sexuality.

## Title IX Overview

Title IX of the Education Amendments of 1972 prohibits sex discrimination—which includes sexual violence—in educational programs and activities. Students, staff, faculty, and other employees have the right to pursue education, including athletic programs, scholarships, and other activities, free from sex discrimination, including sexual violence, stalking, and harassment. As used herein the term "sex" historically, textually, and logically refers to an individual's immutable sex—either male (man) or female (woman)—as objectively determined by genetics or physiology present by or before birth.

DTS is committed to maintaining an environment conducive to learning for all students and a professional workplace for its employees. As such we take active measures against discriminatory and sexual harassment, including any type of violence or misconduct.

If you have encountered sexual harassment, sexual assault, stalking, dating or domestic violence, or rape at DTS, know that you have the following rights:

- to report the crime to the public law enforcement agency and the DTS campus police
- to receive basic information about services designed to assist you
- to seek or have sought on your behalf as soon as possible counseling and medical attention as needed including at the nearest hospital emergency room
- to have the option of changing your academic and living situations if so requested and if the changes are reasonably available
- to request that the seminary implement a "no-contact" mandate with the alleged perpetrator through mediation. Dallas Theological Seminary does not consider mediation to be appropriate in cases involving sexual violence.
- to be informed of the outcome of any disciplinary proceedings held
- to recover your losses to the extent possible, through restitution and the return of property that was seized as evidence when it is no longer needed

## If it happens, we need to know about it!

Any student, staff, or faculty member who has encountered discrimination, discriminatory harassment, or sexual harassment, including any type of violence or sexual misconduct, is urged to report the matter.

## HOW TO REPORT ABUSE

- Report to DTS: Campus police 214-887-5590
- Title IX Co-coordinators
  - Dr. Joye Baker 214-887-5132
  - Chief John Bloom 214-887-5590
  - Mr. Wes Wada 214-887-5221
- Director of Human Resources
  - Mr. Wes Wada 214-887-5221
- Report to local municipal police 911

Students, staff, or faculty who witness or learn of another person becoming the victim of discrimination, discriminatory harassment, or sexual harassment, including any type of violence or sexual misconduct are also urged to report the matter.

If you see an act of violence, have suspicions that violence is occurring or fear that violence is imminent, call 911 immediately.

The following members of the Seminary community have been specifically trained on Title IX and Clery regulations, and they can respond to reports of sexual discrimination and harassment:

- Dr. Joye Baker, Title IX Co-coordinator, Adjunct Professor, and Women's Advisor in Educational Ministries and Leadership
- Chief John Bloom, Title IX Co-coordinator and Chief of DTS Campus Police
- Mr. Wes Wada, Title IX Co-coordinator and Director of Human Resources

### DTS Will Respond Promptly and Effectively to Sexual Violence

- You have the right to report the incident to DTS, have DTS investigate what happened, and have your complaint resolved promptly and equitably.
- You have the right to choose to report an incident of sexual violence to seminary officials and/or local law enforcement. A criminal investigation does not relieve DTS of its duty under Title IX to respond promptly and effectively to a complaint of sexual harassment or sexual violence.
- DTS has published policies and procedures prohibiting sexual misconduct and for reporting complaints of sex discrimination, including violence.

### DTS Will Conduct a Reliable and Impartial Investigation

- Both parties have the right to be notified of the timeframes for all major stages of the investigation.
- Both parties have the right to present witnesses and evidence.
- Both parties have the right to be accompanied at all hearings and meetings by an advisor of their choice.

- DTS must resolve your complaint based on what seminary officials believe is more likely than not to have happened based upon an investigation.
- You have the right to be notified in writing of the outcome of your complaint and any appeal, including any sanctions that directly relate to you.
- The appeal process is equally available for both parties.
- You have the right to review any proceedings documented, which may include written findings of fact, transcripts, or audio recordings.

### DTS Will Provide Remedies as Necessary

- If an investigation reveals that sexual harassment/sexual violence created a hostile environment, DTS must take prompt, effective, and reasonably calculated steps to end the sexual harassment/sexual violence, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.
- Appropriate remedies will generally include disciplinary action against the perpetrator, but may also include remedies to help you get your education back on track (like academic support, retaking a class without penalty, and counseling). These remedies are in addition to any interim measures you received.
- DTS may also determine that it is most appropriate to provide remedies for the broader student population (such as training) or change its services or policies to prevent such incidents from repeating.

### DTS Will Provide Interim Measures as Necessary

- DTS must take prompt and effective steps to provide protection to you, even before we complete any investigation. Once the incident is reported, the seminary is prepared to implement interim measures as needed.
- Once you tell DTS about an incident of sexual violence, you have the right to receive some immediate help, such as free counseling sessions, the ability to change classes, and other services.

### DTS Prohibits Retaliation

- Retaliation against someone who files a complaint or who participates in an investigation is strictly prohibited by seminary policy and by law.
- You have the right to report any retaliation by DTS employees, the alleged perpetrator, and/or other students.