



September 20, 2024

Dear Students, Faculty, and Staff,

As we enter a new academic year, I want to affirm our ongoing work ensuring that all who access Concordia University Texas' educational programs and activities do so in a safe and welcoming environment, in compliance with federal Title IX regulations and Texas state law, and in alignment with our Christian mission and values.

Over the last several years, we have developed and implemented a range of policies, procedures, educational materials, and supportive measures addressing these issues. Our [Sexual Misconduct and Interpersonal Violence policy](#) clearly articulates the institution's prohibition of sexual misconduct, sexual harassment, sex discrimination, and interpersonal violence, as well as the manner in which the institution responds to, and addresses, allegations of said misconduct. Beginning with the Fall 2024 semester, we redesigned our Title IX training for students and implemented a new online learning module. We have also strengthened interdepartmental communication and supportive measures to ensure that our ability to respond to and address allegations of misconduct remains efficient and effective.

Both the policy and the procedures by which Concordia University Texas responds to and addresses reported sexual misconduct support federal and state regulations. Concordia University Texas will adhere to our established written policies and processes for all allegations of sexual misconduct and interpersonal violence, commit to promote the highest degree of fairness and equity to all parties involved, and work to ensure the safety of our entire community. The need for timely, appropriate, equitable, and ongoing support of individuals who are impacted by reports of sexual misconduct and interpersonal violence is foundational to our institutional efforts. It is also inseparable from our core values—specifically, to be Christ-centered and to care for people.

For more information regarding our institutional policies and processes, as well as the services and resources available regarding sexual misconduct and interpersonal violence, please see the following page on our website: [Concordia University Texas – Title IX](#).

If you have questions about Title IX, our policy regarding sexual misconduct and interpersonal violence, or need to report a potential violation of said policy, please e-mail me at [Ricky.Allen@concordia.edu](mailto:Ricky.Allen@concordia.edu).

Respectfully,

A handwritten signature in black ink that reads "Ricky Allen". The signature is written in a cursive, flowing style.

**Ricky Allen, M.Ed.**

*AVP, Information Systems and Compliance*

Title IX Coordinator/SACSCOC Institutional Accreditation Liaison