



TEXAS SOUTHERN UNIVERSITY

CHIEF EXECUTIVE OFFICER REPORT

TO: Texas Southern University Board of Regents
FROM: Dr. James W. Crawford III
DATE: October 31, 2025
RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code § 51.253(c)

Under the Texas Education Code (TEC), Section 51.253(c), the institution's Chief Executive Officer is required to submit a report at least once during each fall or spring semester to the institution's governing body and post on the institution's internet website a report concerning the reports received by employees under the TEC, Section 51.252, concerning "sexual harassment," "sexual assault," "dating violence," or "stalking" as defined in the TEC, Section 51.251, and any disciplinary actions taken under TEC, Section 51.255.

For the purposes of complying with the Chief Executive Officer's reporting requirements under TEC, Section 51.253(c), the attached summary data includes all of the required reporting information to the Texas Southern University Board of Regents for the time period of September 1, 2024 through August 31, 2025. The summary data report¹ is categorized based on the reporting requirements under TEC, Section 51.253(c). The reports received may be applicable in multiple reporting categories, and therefore, the summary data in the categories may not add up to the totals of other categories.

I certify that Texas Southern University is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2.

As evidence of the institution's compliance:

1. The annual Chief Executive Officer Report was submitted to the institution's governing board on October 31, 2025.
2. A summary data report is posted on the institution's website at:
<https://tsu.edu/about/administration/office-of-compliance/title-ix/chief-executive-officer-report.php>

¹ When identifiable, duplicate reports were consolidated and counted as one report in the summary data, and confidential employee reporting is noted as a sub-set to the total number of reports received.

APPENDIX A

CEO SUMMARY DATA REPORT

CEO Summary Data Report
September 1, 2024, through August 31, 2025

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252	30
Number of confidential reports ² under Section 51.252	0
Number of formal investigations conducted under Section 51.252	4
Disposition ³ of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation	1
b. Concluded, with Employee Disciplinary Sanction	1
c. Concluded, with Student Disciplinary Sanction ⁴	0
d. Pending formal investigation	2
e. SUBTOTAL	4
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	0

² “Number of confidential reports” is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office.

³ “Disposition” means “result under the institution’s disciplinary process” as defined in the Texas Higher Education Coordinating Board’s (THECB) rules for TEC, Section 51.259 (See 19 Tex. Admin. Code Section 3.6(e) (2019)); therefore, pending disciplinary processes will not be listed until the final result is rendered.

⁴ Report date: NA

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	0
b. Institutional intent to termination, in lieu of employee resignation	0

Notes on the tables above:

- a. **Investigations:** The Title IX Coordinator conducts a preliminary review into all reports received under Texas Education Code Section 51.252. A "formal investigation" indicates a formal complaint was filed, reviewed for jurisdiction, and followed by a full investigation and disciplinary process, if applicable. Only formal complaints trigger the aforementioned investigation process.
- b. **Confidential reports:** "Number of confidential reports" is a sub-set of the total number of reports. Confidential reports are provided in a non-identified format by a confidential employee or office (for example, a university health or counseling facility).
- c. **Dispositions:** "Disposition" means "final result under the institution's disciplinary process" as defined in the Texas Higher Education Coordinating Board's rules for the Texas Education Code Section 51.259. Therefore, pending disciplinary processes will not be listed until the result is final.
- d. **No Finding of Violation:** "No Finding of a Policy Violation" refers to instances where there is no finding of responsibility after a formal investigation and an appeal process.
- e. **Determination Not to Initiate Discipline Process:** The reasons to not initiate a discipline process can include but are not limited to: administrative closure; insufficient information to investigate further; confidential employee reporting (no identifiable information for complainant); the respondent's identity was unknown or not reported; the respondent was not university-affiliated; the complainant requested the university not investigate the report further; an informal resolution was completed; an investigation is ongoing; or the formal investigation was completed with no finding of a policy violation.

Relevant Texas Education Codes

Educ. Code Section 51.252

Reporting Required for Certain Incidents

(a) An employee of a postsecondary educational institution who, in the course and scope of employment, witnesses or receives information regarding the occurrence of an incident that the employee reasonably believes constitutes sexual harassment, sexual assault, dating violence, or stalking and is alleged to have been committed by or against a person who was a student enrolled at or an employee of the institution at the time of the incident shall promptly report the incident to the institution's Title IX coordinator or deputy Title IX coordinator.

(b) Except as provided by Subsection (c) or (c-1), the report must include all information concerning the incident known to the reporting person that is relevant to the investigation and, if applicable, redress of the incident, including whether an alleged victim has expressed a desire for confidentiality in reporting the incident.

(c) An employee of a postsecondary educational institution designated by the institution as a person with whom students may speak confidentially concerning sexual harassment, sexual assault, dating violence, or stalking or who receives information regarding such an incident under circumstances that render the employee's communications confidential or privileged under other law shall, in making a report under this section, state only the type of incident reported and may not include any information that would violate a student's expectation of privacy. This subsection does not affect the employee's duty to report an incident under any other law.

(c-1) A campus peace officer employed by a postsecondary educational institution who receives information regarding an incident described by Subsection (a) from an alleged victim who chooses to complete a pseudonym form described by Article [58.102 \(Designation of Pseudonym; Pseudonym Form\)](#), [58.152 \(Designation of Pseudonym; Pseudonym Form\)](#), [58.202 \(Designation of Pseudonym; Pseudonym Form\)](#), or [58.252 \(Designation of Pseudonym; Pseudonym Form\)](#), Code of Criminal Procedure, shall, in making a report under this section, state only the type of incident reported and may not include the victim's name, phone number, address, or other information that may directly or indirectly reveal the victim's identity.

(d) Notwithstanding Subsection (a), a person is not required to make a report under this section concerning:

- (1) an incident in which the person was a victim of sexual harassment, sexual assault, dating violence, or stalking; or
- (2) an incident of which the person received information due to a disclosure made at a sexual harassment, sexual assault, dating violence, or stalking public awareness event sponsored by a postsecondary educational institution or by a student organization affiliated with the institution.

Educ. Code Section 51.253

Administrative Reporting Requirements

(a) Not less than once every three months, the Title IX coordinator of a postsecondary educational institution shall submit to the institution's chief executive officer a written report on the reports received under Section [51.252 \(Reporting Required for Certain Incidents\)](#), including information regarding:

- (1) the investigation of those reports;
- (2) the disposition, if any, of any disciplinary processes arising from those reports; and
- (3) the reports for which the institution determined not to initiate a disciplinary process, if any.

(b) The Title IX coordinator or deputy Title IX coordinator of a postsecondary educational institution shall immediately report to the institution's chief executive officer an incident reported to the coordinator under Section [51.252 \(Reporting Required for Certain Incidents\)](#) if the coordinator has cause to believe that the safety of any person is in imminent danger as a result of the incident.

(c) Subject to Subsection (d), at least once during each fall or spring semester, the chief executive officer of a postsecondary educational institution shall submit to the institution's governing body and post on the institution's Internet website a report concerning the reports received under Section [51.252 \(Reporting Required for Certain Incidents\)](#). The report:

- (1) may not identify any person; and
- (2) must include:
 - (A) the number of reports received under Section [51.252 \(Reporting Required for Certain Incidents\)](#);
 - (B) the number of investigations conducted as a result of those reports;
 - (C) the disposition, if any, of any disciplinary processes arising from those reports;
 - (D) the number of those reports for which the institution determined not to initiate a disciplinary process, if any; and
 - (E) any disciplinary actions taken under Section [51.255 \(Failure to Report or False Report; Offenses\)](#).

(d) If for any semester a postsecondary educational institution has fewer than 1,500 enrolled students, the chief executive officer of the institution shall submit and post a report required under Subsection (c) for that semester only if more than five reports were received under Section [51.252 \(Reporting Required for Certain Incidents\)](#) during that semester.

Texas Southern University's Title IX Coordinator is:

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