

Sec. 1. EMPLOYMENT PRACTICES

As a department of The University of Texas at Tyler, all items related to posting of vacancies, the application process, I-9 documentation, new hire reporting, exit interviews, use of social security numbers, etc. will follow those policies outlined in the university's Handbook of Operating Procedures located at <https://www.uttyler.edu/hop/>

Sec. 2. EMPLOYMENT ASSISTANCE PROHIBITED

Upon receipt of Title I funds, the Superintendent shall adopt regulations that prohibit any individual who is a UT Tyler University Academy employee, contractor, or agent from assisting a UT Tyler University Academy employee in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the individual or UT Tyler University Academy knows, or has probable cause to believe, that such school employee engaged in sexual misconduct regarding a minor or student in violation of the law.

This requirement shall not apply if the information giving rise to probable cause has been properly reported to a law enforcement agency with jurisdiction over the alleged misconduct; and has been properly reported to any other authorities as required by federal, state, or local law, including Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.) and the implementing regulations under Part 106 of Title 34, Code of Federal Regulations, or any succeeding regulations; and:

1. The matter has been officially closed or the prosecutor or police with jurisdiction over the alleged misconduct has investigated the allegations and notified UT Tyler University Academy officials that there is insufficient information to establish probable cause that the school employee engaged in sexual misconduct regarding a minor or student in violation of the law;
2. The school employee has been charged with and acquitted or otherwise exonerated of the alleged misconduct; or
3. The case or investigation remains open and there have been no charges filed against, or indictment of, the school employee within four years of the date on which the information was reported to a law enforcement agency.

20 U.S.C 7926.