



## State and Federal Compliance Matrix

The following compliance matrix was created to assist the responsible parties in carrying out their duties as related to the compliance obligations of the University. The matrix is designed to further the coordination and documentation efforts of existing and ongoing compliance initiatives at both the state and federal levels.

The matrix is broken down by compliance area, cognizant policy officer responsible for the compliance area, the compliance partner with day-to-day operational responsibilities in the compliance area, the representative issue and the applicable law(s).

The representative issues and applicable laws are intended as general guidance, not as an exclusive or definitive listing. For additional guidance refer to the appropriate state agency’s website. A comprehensive list of key federal laws and regulations governing colleges and universities can be found at the Higher Education Compliance Alliance (HECA) website, <http://www.higheredcompliance.org/matrix/>.

<b>Compliance Area</b>	<b>Cognizant Policy Officer</b>	<b>Compliance Partner(s)</b>	<b>Representative Issues</b>	<b>Applicable Laws with Brief Description</b>
<b>Academic Programs</b>	Provost & Vice President Academic Affairs	AVP Undergraduate Education & Assessment, Director of Human Resources, Controller, Registrar, Director of Disability Support Services	Externships/internships and Placement; Releases/Waivers; Non-Discrimination; Immigration Issues/Visas; Domestic and Foreign Programs Off-Campus; Faculty Re-Appointments, Promotion and Tenure, Development Education; Texas Success Initiative; Program Accessibility	19 Tex. Admin. Code § 4.10, THECB Rules for dropped courses
				19 Tex. Admin. Code §§ 4.51-.60 THECB Rules for Texas Success Initiative
				Tex. Educ. Code § 51.3062; General Higher Education : Success Initiative
				Tex. Educ. Code § 51.942(d). Performance evaluations of tenured faculty
				Age Discrimination Act of 1975 42 U.S.C. §§ 6101-6107
				Americans with Disabilities Act 42 U.S.C. §§ 12101-12213
				Higher Education Opportunity Act Public Law No. 110-315
				Section 504 of The Rehabilitation Act of 1973 29 U.S.C. § 701

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				Teacher Preparation Programs 20 U.S.C. §§ 1022 - 1022h Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688 Title VI of the Civil Rights Act of 1964 42 U.S.C. §§ 2000d-2000d-7
<b>Accounting</b>	VP Administration & Finance	Controller, Director of Payroll	Institutional Conflict of Interest; State accounting; Fiduciary Obligations; Investments Federal Employment Taxes Federal Regulations	Bankruptcy Abuse Prevention & Consumer Protection Act of 2005 ,Public Law No. 109-8 11 U.S.C. §§ 101-1532 Clayton Antitrust Act of 1914 15 U.S.C. §§ 12-27 Fair Credit Reporting Act (FCRA) 15 U.S.C. §§ 1681-1681v Federal Insurance Contributions Act (FICA) 26 U.S.C. §§ 3101-3128 Federal Unemployment Tax Act 26 U.S.C. §§ 3301-3311 Higher Education Opportunity Act 20 U.S.C. § 1011f Qualified Tuition and Student Loan Interest Reporting 26 U.S.C. § 6050S Regulation E: Electronic Fund Transfers 15 U.S.C. § 1693b Sarbanes Oxley Act of 2002 (SOX) Public Law No. 107-204 Sherman Antitrust Act 15 U.S.C. §§ 1-7 Social Security Act, 42 U.S.C. §§ 301-1397mm Truth in Lending Act 15 U.S.C. §§ 1601-1693r Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance, Super Circular, or Omni Circular) Unrelated Business Income Tax 26 U.S.C. § 511

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<b>Accreditation</b>	Provost & Vice President Academic Affairs	AVP Undergraduate Education & Assessment, Information Technology		SACS requirements Higher Education Opportunity Act Public Law No. 110-315 20 U.S.C. § 1099b
<b>Admissions</b>	VP Student Affairs & Enrollment Management	AVP Student Affairs & Dean of Students, Registrar, Director of Financial Aid, Director of Admissions	Automatic Admissions; Bacterial Meningitis Vaccinations Requirements; Discrimination; Financial Assistance Communication;	Tex. Educ. Code § 51.803-.804 Automatic Admission Tex. Educ. Code § 51.9192 Bacterial Meningitis Vaccination Age Discrimination Act of 1975 42 U.S.C. §§ 6101-6107 Higher Education Opportunity Act Public Law No. 110-315 20 U.S.C. § 1092 Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688 Title VI of the Civil Rights Act of 1964 42 U.S.C. §§ 2000d-2000d-7
<b>Athletics</b>	President	Athletic Director, Exec Assoc. Athletic Director / Dir of Compliance,	Title IX; Liability (including consent/release forms); Trainers; Recruiting; NCAA; Student Records; Transportation; Summer Camps	Equity in Athletics Disclosure Act 20 U.S.C. § 1092(g) Title IX 20 U.S.C. §§ 1681-1688 National Collegiate Athletic Association (NCAA) Division II <a href="http://www.ncaa.org/d2">http://www.ncaa.org/d2</a>

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<b>Auxiliary Services</b>	VP Student Affairs & Enrollment Management	AVP for Student Affairs & Dean of Students, Athletic Director, Exec Assoc. Athletic Director/Director of Compliance, Director, Recreational Sports/Wellness Center, Director of Residence Life & Housing	Food vendor relations; Public Health Inspections; service of alcohol; ADA/504 in dining; Student Organizations; Student Travel; Student Code of Conduct; Student Discipline; Risk Management; Summer Camp and Special Events; Releases/ Waivers and Facilities Use Forms; Indemnification; Assumptions of Risk; Parental Consent Forms; Appropriate Supervision; Background Checks; Insurance; Best Practices; Greek Organizations	Texas Alcoholic Beverage Code;
				Tex. Educ. Code §§ 37.151-.157, Discipline: Hazing
				Tex. Educ. Code § 51.9361 Risk Management for Student Orgs
				Tex. Educ. Code § 51.950; Student travel
				Campus Programs for Minors Texas Health and Human Services
				Higher Education Opportunity Act: Book Store 20 U.S.C. § 1015b Public Law No. 110-315
<b>Campus Safety/ Emergency Management</b>	VP Student Affairs & Enrollment Management	Chief of Police, AVP Facilities Services, AVP for Student Affairs & Dean of Students, Information Technology	Clery Act /VAWA Reporting; Emergency Planning; Incident/Accident Investigations; Law Enforcement Records/Student Records; Missing Student Notification; Applicability of Criminal Laws; Local Agency Relations; Communications; Documented Emergency Plan	Tex. Health & Safety Code §§ 502.001-.019; Hazardous Communications, OSHA
				Tex. Health & Safety Code § 361; Solid Waste, Toxic Chemicals, etc.
				Tex. Educ. Code § 51.201-.211; Protection of Buildings and Grounds
				The Texas Emergency Management Plan, Governor's Division of Emergency Management;
				Texas Hazardous Substances Spill Prevention and Control Act,
				Tex. Water Code §§ 26.261-.267; Public Health
				Texas Disaster Act of 1975, Tex. Gov't Code §§ 418.001-.191; Emergency Management

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				Tex. Gov't Code §§ 433.001-.007; State of Emergency
				Executive Order by the Governor, Exec. Order RP32 or current version; Emergency Management and Homeland Security
				Tex. Att'y Gen. Op. No. MW-140 (1980); Opinion on Disaster Act of 1975.
				Americans with Disabilities Act 42 U.S.C. § 12101-12213
				Campus Sex Crimes Prevention Act (§ 1601 of the Victims of Trafficking and Violence Protection Act of 2000) Public Law No. 106-386 (Title VI)
				Drug Free Schools and Communities Act 20 U.S.C. § 1011i
				Higher Education Opportunity Act: Drug and Alcohol Abuse Prevention Public Law No. 110-315 20 U.S.C. § 1011i
				Higher Education Opportunity Act: Institutional Information Public Law No. 110-315 20 U.S.C. § 1092
				Higher Education Opportunity Act: Notifications Public Law No. 110-315 20 U.S.C. § 1092
				Higher Education Opportunity Act: Disciplinary Disclosure Public Law No. 110-315 20 U.S.C. § 1092
				Higher Education Opportunity Act: Missing Persons. Public Law No. 110-315 20 U.S.C. § 1092
				Higher Education Opportunity Act: Crime Reporting. Public Law No. 110-315 20 U.S.C. § 1092
				Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery)

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				Act) and Violence Against Women Act 20 U.S.C. § 1092(f) Occupational Safety and Health Act of 1970 29 U.S.C. §§ 651-678
<b>Contracts &amp; Procurement</b>	VP Administration & Finance	Director Purchasing and Contract Management	Conflict of Interest; Contract Administration Policy; Compliance Provisions in Contracts (e.g. FERPA, HIPAA, ADA, GLB, Intellectual Property); Best Value Procurement; HUB; Payment to Vendors; Property Management; Interagency Cooperation; Membership Dues; Nepotism Prohibitions; Conflicts of Interest; Nepotism; Goods & Supplies;	34 Tex. Admin. Code §§ 20.11-.28; Procurement Tex. Const. art. XVI, § 21; Tex. Gov't Code § 2203.004; Use of state property Tex. Gov't Code §§ 2252.001-.004 Contracts Tex. Gov't Code §§ 2251 Payment Tex. Gov't Code Ch. 2161; HUB 1 Tex Admin. Code § 202.78 Data removal State Comptroller Fiscal Policies and Procedures; Tex. Educ. Code § 51.9335; Acquisition of goods/srvcs Tex. Gov't Code § 2054.003(3)(A). Definitions: data processing Tex. Gov't Code § 2107.008; Payments to debtors/delinquents Tex. Gov't Code § 2113.104; Approp funds for memberships Tex. Gov't Code § 2252.901; Contracts w/ former employees Tex. Gov't Code § 2252.903; Contracts w/certain debtors Tex. Gov't Code § 669.003; Contracts w/Head of agency Tex. Gov't Code §§ 2175.304, .905 Surplus/Salvage Tex. Gov't Code §§ 403.2715, 403.272, 403.273(h), 403.275; Property accounting Tex. Gov't Code Ch. 2254; Professional/Consulting Srvcs

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				Tex. Gov't Code Ch. 573; Relationship/nepotism Tex. Gov't Code Ch. 771, Interagency cooperation Tex. Gov't Code Ch. 791; Interlocal cooperation Tex. Gov't Code §§ 2254.032, Professional Services – conflicts of interest Tex. Gov't Code §§ 2262.004 Nepotism Anti-Kickback Act of 1986 41 U.S.C. §§ 8701-8707 Byrd Amendment 31 U.S.C. § 1352 Copeland Anti-Kickback Act 18 U.S.C. § 874; 40 U.S.C. § 3145 Davis-Bacon Act 40 U.S.C. §§ 3141- 3144, 3146, 3147 E-Verify (Executive Order 1289) Higher Education Act: Foreign Gift and Contract Reports 20 U.S.C. § 1011f Non-Retaliation for Disclosure of Compensation Information Executive Order 13665 Trading with the Enemy Act 22 U.S.C. §§ 7201-7211
<b>Copyright &amp; Trademark</b>	President	Athletic Director, Exec Assoc. Athletic Director / Dir of Compliance, Director Marketing & Public Information, Director University Development	Libel/Slander; Confidentiality; Copyright	Public Information Act,; Gov't Ch 552 Public Information Tex. Bus. & Com. Code §§ 16.01-16.31; Trademarks Tex. Educ. Code § 51.912; Equity Ownership Copyright Act 17 U.S.C. §§ 101-1332 Copyright Term Extension Act Public Law No. 105-298 Digital Millennium Copyright Act (DMCA) Public Law No. 105-304

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				Higher Education Opportunity Act Public Law No. 110-315 Lanham Act 15 U.S.C. §§ 1051-1141n Small Webcasters Settlement Act of 2002 Public Law No. 107-321 Technology Education and Copyright Harmonization Act (TEACH ACT) of 2002 Public Law No. 107-273
<b>Disabilities</b>	VP Student Affairs & Enrollment Management	AVP for Student Affairs & Dean of Students, Director of Human Resources, Director of Disability Support Services	Employee, Student and Visitor Access/Accommodations under ADA/504; Service and Therapy Animals; Web Accessibility	1 Tex. Admin. Code Chapter 213; IT Accessibility Health and Safety Code Title 7; Mental Health disability Texas Commission on Human Rights Act, Employment Discrimination Tex. Lab. Code §§ 21.051-129; Unlawful employment practices Americans with Disabilities Act 42 U.S.C. §§ 12101-12213 Section 504 of The Rehabilitation Act of 1973 29 U.S.C. § 701 The Family and Medical Leave Act of 1993 Public Law 103-3
<b>Diversity/ Affirmative Action</b>	VP Student Affairs & Enrollment Management	AVP for Student Affairs & Dean of Students, Director of Human Resources, Director of Disability Support Services	ADA; ADEA; Title VI and Title VII; Section 504; Title IX; Academic and Work Environment; Policies and Complaint Reporting/ Investigation Systems; Training of university officials; Hiring/Promoting Criteria and Process; Affirmative Action; Equal Pay	Tex. Hum. Res. Code §§ 121.001, .003(f); Rights of persons with disabilities Tx Gov't Code §§ 657.002-.007 Veterans Tex. Lab. Code Ch. 21; Discrimination Tex. Const. art I, § 3a; Equality Texas General Appropriations Act; Affirmative Action/Equal Employment Opportunity Executive Order 11246 Age Discrimination Act of 1975 42 U.S.C. §§ 6101-6107 Age Discrimination Employment Act of 1967 29 U.S.C. §§ 621-634



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				<p>Americans with Disabilities Act 42 U.S.C. §§ 12101-12213</p> <p>Equal Employment of Veterans 38 U.S.C. §§ 4211-4215</p> <p>Equal Pay Act of 1963 29 U.S.C. § 206(d)</p> <p>Genetic Information Non-Discrimination Act of 2008 Public Law No. 110-233</p> <p>Immigration and Nationality Act 8 U.S.C. §§ 1101-1106</p> <p>Lilly Ledbetter Fair Pay Act of 2009 Public Law No. 111-2</p> <p>Section 504 of The Rehabilitation Act of 1973 29 U.S.C. § 701</p> <p>Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688</p> <p>Title VI of the Civil Rights Act of 1964 42 U.S.C. §§ 2000d-2000d-7</p> <p>Title VII of the Civil Rights Act of 1964 442 U.S.C. §§ 2000e-2000e-17</p> <p>Uniformed Services Employment and Reemployment Rights Act (USERRA) 38 U.S.C. §§ 4301-4335</p>
<b>Environmental Health &amp; Occupational Safety</b>	VP Administration & Finance	AVP Facilities Services	<p>Vehicle, Fire, Building and Facilities Safety/Codes; OSHA / Workplace Safety; Workers' Compensation; Chemicals; Waste Management; HazMat; Lab Safety; DHS &amp; EPA Regulations; Indoor Air Quality; Safety Trainings; Emergency Plans; Insurance</p>	<p>SORM; State Office of Risk Management</p> <p>Tex. Gov't Code §§ 2165.301-.305; Indoor air quality</p> <p>28 Tex. Admin. Code Ch. 251-252 Workers Comp, Risk Management</p> <p>Tex. Ins. Code Ch. 1305; Workers Comp</p> <p>25 Tex. Admin. Code Ch. 289 Radiation Control</p> <p>Asbestos Hazard Emergency Response Act 15 U.S.C. § 2651</p> <p>Chemical Facility Anti-Terrorism Standards Executive Order 13563 and 12866</p>

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				Clean Air Act 42 U.S.C. §§ 7401-7671q
				Clean Water Act 33 U.S.C. §§ 1251-1387
				Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) 42 U.S.C. §§ 9601-9675
				Emergency Planning and Community Right Act (EPCRA) 42 U.S.C. §§ 11001 - 11050
				Energy Policy Act 42 U.S.C. §§ 13201-13574
				Federal Insecticide, Fungicide and Rodenticide Act 7 U.S.C. §§ 136-136y
				Guarding and Use of Hand & Portable Powered Tools
				Hazardous and Solid Waste Amendments of 1984 42 U.S.C. §§ 6921-6939g
				Hazardous Materials Transportation Act 49 U.S.C. §§ 5101-5128
				Housing & Urban Development Lead Based Paint Poisoning in Certain Residential Structures 42 U.S.C. § 4852d
				Mandatory Reporting of Greenhouse Gases Public Law No. 110-161
				Medical Waste Tracking Act 42 U.S.C. § 6992
				Motor Carrier Act of 1980 49 U.S.C. §§ 13101-14916
				Oil Pollution Act 33 U.S.C. §§ 2701-2762
				Occupational Safety and Health Act of 1970 29 U.S.C. §§ 651-678
				OSHA - Bloodborne Pathogens Standard
				OSHA Asbestos in Construction Standard
				OSHA Asbestos in General Industry Standard
				Drug & Alcohol Testing of Transportation Employees 49 U.S.C. § 31144
				OSHA Enforcement Guidance for Personal Protective Equipment (PPE) in General Industry

Compliance Area	Cognizant Policy Officer	Compliance Partner(s)	Representative Issues	Applicable Laws with Brief Description
				OSHA Lead in Construction Standard OSHA Lead in General Industry Standard OSHA Welding, Cutting, and Brazing OSHA's Hazard Communication Standard Resource Conservation and Recovery Act 42 U.S.C. §§ 6901-6992k The Public Health Security and Bioterrorism Preparedness and Response Act 18 U.S.C. § 175b Toxic Substances Control Act 15 U.S.C. § 2601-2629
<b>Ethics</b>	Director, Board and Government Relations	Director, Board and Government Relations		Tex. Gov't Code §§403.273(h), 403.275, 403.278, Property Accounting Tex. Gov't Code §§ 552.352, Misuse of Confidential Information Tex. Gov't Code §§ 556.004-.009, Political activities Tex. Gov't Code §§ 2203.004, Use of State Property Tex. Gov't Code §§ 2254.032, Professional Services – Conflicts of Interest Tex. Gov't Code §§ 2262.004 Nepotism Discloser Tex. Gov't Code Ch. 553 Public Disclosure Tex. Gov't Code Ch 572, 572.051 Personal Disclosers Standards of Conduct Tex. Gov't Code Ch 573 Nepotism Tex. Gov't Code 2256; Public Funds Investment Tex. Penal Code Ch. 36 Bribery/corrupt influence Tex. Penal Code Ch. 39.02 Abuse of Office Tex. Educ. Code §§ 51.912, .923; Equity Ownership Contracts with Business Entities

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				Ethics in Government Act (Amended by Ethics Reform Act and Honest Leadership and Open Government Act of 2007) 5 U.S.C. § 7353 House and Senate Gift Ban and Ethics Rules
<b>Financial Aid</b>	VP Student Affairs & Enrollment Management	Director Financial Aid	Awards/Disbursements; Institutional Eligibility for Title IV Funds; Obligations Under Title IV; Federal Work Study; Code of Conduct	<p>Tex. Gov't Code Ch 572.051 Standards of Conduct</p> <p>Contracts with Third Party Servicers 20 U.S.C. § 1094(c)</p> <p>Higher Education Act: Aid Application Verification Public Law No. 110-315</p> <p>Higher Education Act: Audits Public Law No. 110-315 20 U.S.C. § 1094</p> <p>Higher Education Act: Cash Management Public Law No. 110-315</p> <p>Higher Education Act: Code of Conduct 20 U.S.C. § 1094</p> <p>Higher Education Act: Cohort Default Rate 20 U.S.C. § 1015a, 20 U.S.C. § 1085</p> <p>Higher Education Act: Eligibility and Certification Public Law No. 110-315 20 U.S.C. § 1099c</p> <p>Higher Education Act: Entrance and Exit Counseling Public Law No. 110-315 20 U.S.C. § 1092</p> <p>Higher Education Act: Federal Supplemental Educational Opportunity Grant Program Public Law No. 110-315 20 U.S.C. §§ 1070b- 1070b-4</p> <p>Higher Education Act: Federal Work Study Public Law No. 110-315 42 U.S.C. §§ 2751-2757</p> <p>Higher Education Act: Information Distributed to Students Public Law No. 110-315 20 U.S.C. § 1092</p>

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				Higher Education Act: Net Price Calculator 20 U.S.C. § 1015a 20 U.S.C. § 1015
				Higher Education Act: Penalties for Drug Violations 20 U.S.C. 1092(k)
				Higher Education Act: Perkins Loans Public Law No. 110-315 20 U.S.C. §§ 1087aa-1087ii
				Higher Education Act: PLUS Loans Public Law No. 110-315 20 U.S.C. § 1078-2
				Higher Education Act: Preferred Lenders Public Law No. 110-315 20 U.S.C. § 1094(h)
				Higher Education Act: Program Participation Agreements 20 U.S.C. § 1094
				Higher Education Act: Record Retention Public Law No. 110-315
				Higher Education Act: Standard of Conduct Public Law No. 110-315
				Qualified Tuition and Student Loan Interest Reporting 26 U.S.C. § 6050S
				Student Loan Default Prevention Initiative Act of 1990 20 U.S.C. §§ 1001-1019d
				Student Right to Know Act Public Law No. 101-542 20 U.S.C. § 1092
				Teacher Preparation Programs 20 U.S.C. §§ 1022 - 1022h
				Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688

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<b>Fiscal Management</b>	VP Administration & Finance	Controller, Director Purchasing & Contract Management	Cash; Credit & Debit Cards; Allowable Expenses; Property Inventory; System Controls; Accounts Payable/Receivable; Purchasing; PCI DSS	
<b>Fundraising &amp; Development</b>	VP University Advancement & Public Affairs	Director University Development	Donor Gifts; Gift Restrictions; Confidentiality; Volunteers; CAN-SPAM; Charitable Substantiation Rules; PCIDSS (credit card use)	Substantiation and Disclosure Provisions; Tex. Penal Code Ch. 36; Bribery/Corrupt Charitable Registration Laws (States); Tex. Educ. Code §§ 51.001-.009, Control of Funds Uniform Prudent Management of Institutional Funds Act, Tex. Prop. Code Ch. 163; Uniform Prudent Investor Act, Tex. Prop. Code Ch. 117; Texas Public Funds Investment Act, Tex. Gov't Code Ch. 2256; Tex. Gov't Code § 2255.001 Private Donors Controlling the Assault of Non-Solicited Pornography And Marketing Act of 2003 (CAN-SPAM Act) 15 U.S.C. §§ 7701-7713 Higher Education Act: Code of Conduct 20 U.S.C. § 1094 Higher Education Act: Foreign Gift and Contract Reports 20 U.S.C. § 1011f Internal Revenue Code: Substantiation and Disclosure Provisions 26 U.S.C. § 170 Pension Protection Act 26 U.S.C. § 170 Philanthropy Protection Act of 1995 Public Law No. 104-62

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<b>Governance</b>	Director, Board and Government Relations	Director, Board and Government Relations	Transparency; Conflicts of Interest; BOR Rules and Regulations; Board of Regents Committees; Regent duties and responsibilities; Ethics	Open Meetings Act;
				Tex. Educ. Code § 51.352, Responsibility of Boards
				SACS requirements
				Good Governance practices from Association of Governing Boards
				Federal Sentencing Guidelines 18 U.S.C. chapters 227-235 28; U.S.C. chapter 58
				Internal Revenue Service: Governance Information Required on Form 990
<b>Grant Management</b>	Provost & VP Academic Affairs	AVP Undergraduate Education and Assessment, Controller	Pre-Award Requirements; Effort Certifications; Post-Award Requirements; Financial Reporting; Regulatory Review/Approval	Texas Uniform Grant Management Standards II (B) (11) (h) (1-5, 7);
				Tex. Educ. Code § 145.001; Overhead Costs
				Tex. Educ. Code §§ 62.091-.098; Texas Comprehensive Research Fund
				19 Tex. Admin. Code §§ 13.120-.127; Restricted Research Expenditures
				Tex. Educ. Code § 141 Research Enhancement
				Byrd Amendment 31 U.S.C. § 1352
				Department of Education General Administrative Regulations and Other Applicable Grant Regulations
				Department of Health and Human Services Grants Policy Statement
				False Claims Act 31 U.S.C. §§ 3729-3733
				Federal Awardee Performance and Integrity Information System (FAPIS)
				Public Law No. 110-417, § 872
				Federal Funding Accountability and Transparency Act of 2006 (FFATA) Public Law No. 109-282
				Fraud Enforcement and Recovery Act of 2009 (FERA) Public Law No. 111-21

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<b>Insurance</b>	VP Administration & Finance	AVP Facilities Services	Required/Recommended Types, Scope & Coverage Limits; Incident Reporting; Required & Best Practices for Covered Compliance Areas; Indemnity; Insurance Certificate Tracking	SORM guidelines; State Office of Risk Management
				Texas Tort Claims Act
				Controlled Substances Act 21 U.S.C. §§ 801-889
				Higher Education Opportunity Act Public Law No. 110-315 HIPAA Public Law No. 104-191
<b>Housing</b>	VP Student Affairs & Enrollment Management	AVP Student Affairs & Dean of Students, Director of Residence Life & Housing, Director of Disability Support Services	Residential Life; ADA/504/FHA in housing	Americans with Disabilities Act 42 U.S.C. §§ 12101-12213
				Section 504 of The Rehabilitation Act of 1973 29 U.S.C. § 793
				Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688
<b>Human Resources</b>	VP Administration & Finance	Director of Human Resources, Director of Payroll	Employment Benefits; FMLA; USERRA; Personnel Policies; Recruiting/Hiring; Supervisor Training; Termination/Departure/Early Retirement; Immigration; Affirmative Action; Dual Employment; Employment Records Notice of Prohibitions	Tx Gov't Code Sec 411.1405 Criminal History
				Tx Gov't Code 672.001, Foster children
				Tx Gov't Code §§ 657.002-.007 Veterans
				Tex. Civ. Prac. & Rem. Code § 106.001; Discrimination
				Tex. Hum. Res. Code §§ 121.001, .003(f); Persons with disabilities
				Tex. Lab. Code Ch. 21; Discrimination
				Tex. Const. art I, § 3a Equality
				Texas General Appropriations Act; State budget
				Tex. Const. art. XVI, General provisions
				Tex. Gov't Code §§ 667.001-.007; Multiple state employments
				Tx Gov't Code, Sect 656.001, 024, 025, 026; Employment openings
Texas Govt. Code 552.024; Disclosing address/ phone number				



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				Tx Gov't Code, Sect 572.051 (c-d); Ethics: standards of conduct
				Tex. Educ. Code § 51.215; Access to applicant police records
				Tex. Gov't Code § 411.094; Higher Ed: Access to criminal history
				Tex. Gov't Code § 651.005 Selective Service registration
				Tex. Gov't Code §§ 556.004-.009, Political activities. Notice of prohibitions
				Age Discrimination Employment Act of 1967 29 U.S.C. §§ 621-634
				Americans with Disabilities Act 42 U.S.C. §§ 12101-12213
				Equal Employment of Veterans 38 U.S.C. §§ 4211-4215
				Equal Employment Opportunity Executive Order 11246 (OFCCP)
				Genetic Information Non-Discrimination Act of 2008 Public Law No. 110-233
				Lilly Ledbetter Fair Pay Act of 2009 Public Law No. 111-2
				The Equal Pay Act of 1963 29 U.S.C. § 206(d)
				The Family and Medical Leave Act of 1993 29 U.S.C. §§ 2601-2654
				Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688
				Title VII of the Civil Rights Act of 1964 42 USC U.S.C. §§ 2000e-2000e-17
				Uniformed Services Employment and Reemployment Rights Act (USERRA) 38 U.S.C. § 4301-4335
				Cafeteria Plan Regulations 26 U.S.C. § 125
				Consolidated Omnibus Budget Reconciliation Act (COBRA) Public Law No. 99-272

<b>Compliance Area</b>	<b>Cognizant Policy Officer</b>	<b>Compliance Partner(s)</b>	<b>Representative Issues</b>	<b>Applicable Laws with Brief Description</b>
				Medicare, Medicaid, and SCHIP Extension Act of 2007 Public Law No. 110-173
				Patient Protection and Affordable Care Act Public Law No. 111-148 42 U.S.C §§ 18001-18122
				The Veterans' Readjustment Benefits Act 38 U.S.C. §§ 4211-4214
				Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688
				Drug Free Workplace Act 41 U.S.C. §§ 701-707
				Employee Polygraph Protection Act 29 U.S.C. §§ 2001-2009
				Fair Credit Reporting Act (FCRA) 15 U.S.C. §§ 1681-1681x
				Federal Volunteer Protection Act Public Law No. 105-19 42 U.S.C. §§ 14501-14505
				Immigration and Nationality Act 8 U.S.C. §§ 1101-1537
				Deferred Compensation 26 U.S.C. § 457
				Employee Annuities 26 U.S.C. § 403
				Employee Retirement Income Security Act of 1974 (ERISA) 29 U.S.C. § 18
				Nonqualified Deferred Inclusion 26 U.S.C. § 409A
				Qualified Pensions 26 U.S.C. § 401
				Social Security Act 42 U.S.C. §§ 301-1397mm
				Consumer Credit Protection Act, Title III (CCPA) - Garnishments 15 U.S.C. § 1673
				Fair Labor Standards Act (FLSA) 29 U.S.C. §§ 201-219
				Federal Insurance Contributions Act (FICA) 42 U.S.C. §§ 401-434
				Federal Unemployment Tax Act 26 U.S.C. §§ 3301-3311

<b>Compliance Area</b>	<b>Cognizant Policy Officer</b>	<b>Compliance Partner(s)</b>	<b>Representative Issues</b>	<b>Applicable Laws with Brief Description</b>
<b>Immigration</b>	Provost & VP Academic Affairs	AVP Undergraduate Education & Assessment, Director Human Resources, Controller	Study Abroad; Foreign Scholars & Students; Visiting Artists/Lecturers; Immigration (Taxes & SEVP)	Immigration and Nationality Act (INA) 8 U.S.C. §§ 1101-1537
				Student Exchange and Visitor Information System (SEVIS)
<b>Information Technology</b>	VP Administration & Finance	Chief Information Officer, Chief Information Security Officer	Internet File-Sharing; DMCA Agent; Appropriate Use/Access; Email Privacy; Network Security; PCI DSS; Web Accessibility; Export Controls; Records Retention; Response to Law Enforcement / Agency Inquiries; Access to and production of public information; Response to subpoenas	Tex. Gov't Code § 441.180-.205; Preservation/ Management of records
				13 Tex. Admin. Code Ch. 6; State Records
				Tex. Educ. Code § 51.912; Equity ownership
				Tex. Gov't Code Ch. 552; Public Information
				1 Tex. Admin. Code §§ 202.1-.2, IT Standards
				Texas Information Resources Management Act, Tex. Gov't Code § 2054 Information Resources
				1 Tex Admin. Code § 202.70-.78 Removal of Data
				Tex. Penal Code Ch. 39.01-02 Abuse of Office
				Communications Assistance for Law Enforcement Act (CALEA) 47 U.S.C. §§ 1001-1010
				Controlling the Assault of Non-Solicited Pornography And Marketing Act of 2003 (CAN-SPAM Act) 15 U.S.C. §§ 7701-7713
Digital Millennium Copyright Act (DMCA) 17 U.S.C. § 512				
Electronic Communications Privacy Act 18 U.S.C. §§ 2510-2522 (Wiretap) 18 U.S.C. §§ 2701-2711 (Stored Communications)				
FCC - Cable Certification 47 U.S.C. § 151				

<b>Compliance Area</b>	<b>Cognizant Policy Officer</b>	<b>Compliance Partner(s)</b>	<b>Representative Issues</b>	<b>Applicable Laws with Brief Description</b>
				FCC - Fixed Microwave Services, Licensing 47 U.S.C. § 151
				FCC - Wireless Communications, Licensing 47 U.S.C. § 151
				Hazardous Materials Transportation Act 49 U.S.C. §§ 5101-5128
				Higher Education Opportunity Act Public Law No. 110-315 20 U.S.C. § 1092
				Homeland Security Act of 2002 Public Law No. 107§296
				Junk Fax Prevention Act of 2005 47 U.S.C. § 227(b)(1)(C)
				No Electronic Theft Act Public Law 105-147
				Telemarketing 47 U.S.C. § 227
<b>Intellectual Property &amp; Technology Transfer</b>	VP University Advancement & Public Affairs	Director Marketing & Public Info, Chief Information Officer, Exec Assoc. AD/ Dir of Compliance, Athletic Director, Provost & VP Academic Affairs	Copyrights; University Marks; License Agreements; DMCA; PTP; ASCAP/BMI Licenses	Tex. Educ. Code § 51.912
				American Jobs Creation Act of 2004 26 U.S.C. § 170
				Bayh-Dole Act of 1980 35 U.S.C. §§ 200-212
				Cooperative Research and Technology Enhancement Act (CREATE Act) Public Law No. 108-453
				Trademark Revision Act 15 U.S.C. § 1051 Public Law No. 109-312
				U.S. Patent Act 35 U.S.C. §§ 1-390
<b>International Activities and Program</b>	VP Student Affairs & Enrollment Management			Foreign Agents Registration Act of 1938 22 U.S.C. §§§ 611-621
				Foreign Corrupt Practices Act (FCPA) 15 U.S.C. §§ 78dd-1, et seq.

<b>Compliance Area</b>	<b>Cognizant Policy Officer</b>	<b>Compliance Partner(s)</b>	<b>Representative Issues</b>	<b>Applicable Laws with Brief Description</b>
<b>Privacy and Information Security</b>	VP Administration & Finance, Provost & VP Academic Affairs	Registrar, Director of Human Resources, Controller, Chief Information Officer, Medical Director- Vinson Health Center, AVP Student Affairs & Dean of Students	Student Records; Employee Medical Records; Personal Financial Information; Employee Protected Health Information; Credit Card information; Information Security Program; ITAR / EAR; Identity Theft Program; Background Checks Records; FERPA	State privacy laws;
				Tex. Gov't Code § 441.180-.205; Preservation/ Management of records
				13 Tex. Admin. Code Ch. 6 State Records
				Americans with Disabilities Act 42 U.S.C. §§ 12101-12213
				Children's Online Privacy Protection Act of 1998 (COPPA) 15 U.S.C. § 6501
				Electronic Communications Privacy Act 18 U.S.C. §§ 2510-2522 (Wiretap) 18 U.S.C. §§ 2701-2711 (Stored Communications)
				Fair and Accurate Credit Transaction Act (FACTA) Public Law No. 108-159
				Fair Credit Reporting Act (FCRA) 15 U.S.C. §§ 1681-1681x
				Family Educational Rights and Privacy Act (FERPA) 20 U.S.C. § 1232g
				Federal Information Security Management Act (FISMA) 44 U.S.C. § 35
				Freedom of Information Act 5 U.S.C. § 552
				Gramm Leach Bliley Act 15 U.S.C. § 6801
				Health Information Technology for Economic and Clinical Health (HITECH) Act of 2009 Public Law No. 111-5
HIPAA Public Law No. 104-191				
<b>Research</b>	Provost & VP Academic Affairs	AVP Undergraduate Education & Assessment	Human Subjects (IRB); Animal Use & Care; Scientific Misconduct; Informed Consent; ITAR / EAR (Export Controls)	Ethical Principles and Guidelines for the Protection of Human Subjects in Research: The Belmont Report
				Animal Welfare Act 7 U.S.C. §§ 2131-2159
				Clinical Trials § Financial Disclosures by Investigator
				Export Administration Regulations
				Food and Drug Administration (FDA) Amendments Act of 2007 Public Law 110-85
				National Science Foundation Research Misconduct Policies 42 U.S.C. § 1870(a)

<b>Compliance Area</b>	<b>Cognizant Policy Officer</b>	<b>Compliance Partner(s)</b>	<b>Representative Issues</b>	<b>Applicable Laws with Brief Description</b>
				Protection of Human Subjects Regulations (Common Rule)
				Public Health Service Policies on Research Misconduct 42 U.S.C. § 241
				Public Law No. 111-358 42 U.S.C. § 1862o-1
				Small Unmanned Aircraft Systems
<b>Sexual Misconduct</b>	VP Student Affairs & Enrollment Management	Director of Human Resources, Chief of Police, AVP Student Affairs & Dean of Students		Campus Sex Crimes Prevention Act (§ 1601 of the Victims of Trafficking and Violence Protection Act of 2000) Public Law No. 106-386 (Title VI)
				Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and Violence Against Women Act 20 U.S.C. § 1092(f)
				Title IX of the Education Amendment of 1972 20 U.S.C. §§ 1681-1688
				Title VII of the Civil Rights Act of 1964 42 U.S.C. §§ 2000e-2000e-17
<b>Student Health and Counseling</b>	VP Student Affairs & Enrollment Management	Medical Director - Vinson Health Center, AVP Student Affairs & Dean of Students	Health Center & Counseling Center; Troubled Students; State & local reporting; Medical Insurance Billing; Bacterial Meningitis Vaccinations	Texas Counseling Association Ethical Code; Texas Family Code, Chapter 107 Tex. Educ. Code § 51.9192 Bacterial Meningitis Vaccination
<b>Tax</b>	VP Administration & Finance	Controller, Director of Payroll	501(c)(3) Issues; 990 Issues; State Taxes; Tax Reporting Obligations; UBIT; Benefit Plans; Fringe Benefits; Income Tax Withholding; Bond/Debt. Mgmt.; Restrictions on Political Campaigns Events, Legislative Liaison Matters, etc.	Byrd Amendment 31 U.S.C. § 1352 Cafeteria Plans 26 U.S.C. § 125 Charitable Gift Annuity Antitrust Relief Act 15 U.S.C. § 37 IRC § 501(c)(3) Deferred Compensation 26 U.S.C. § 457 Employee Annuities 26 U.S.C. § 403 Federal Unemployment Tax Act 26 U.S.C. §§ 3301-3311 Foreign Bank Accounts and Tax Filings 31 U.S.C. § 5314(a) Fringe Benefits 26 U.S.C. § 132

<b>Compliance Area</b>	<b>Cognizant Policy Officer</b>	<b>Compliance Partner(s)</b>	<b>Representative Issues</b>	<b>Applicable Laws with Brief Description</b>
				Independent Contractors 26 U.S.C. §§ 3401-3406 Industrial Alcohol User Permits and Special Tax 26 U.S.C. §§ 5001-5692 Nonqualified Deferred Inclusion Deferred 26 U.S.C. § 409A Public Disclosure of Material 26 U.S.C. § 6104(d) Qualified Pensions 26 U.S.C. § 401 Qualified Tuition and Student Loan Interest Reporting 26 U.S.C. Sec. 6050S Reporting of Payments of Royalties 20 U.S.C. § 6041 26 U.S.C. § 6050N Small Business Job Protection Act Public Law No. 104-188, 110 Stat. 1755 Unrelated Business Income (UBIT) 26 U.S.C. 511(a)(2)