



**TEXAS TECH UNIVERSITY SYSTEM**  
**Office of Equal Opportunity**  
**CONFIDENTIAL**

**DATE:** April 12, 2024

**FROM:** Office of Equal Opportunity

**SUBJECT:** Summary of investigation of whether Dr. Jairo Fúnez-Flores violated University policy

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Between October 2023 and February 2024, Dr. Jairo Fúnez-Flores (Responding Party), an Assistant Professor in the Department of Curriculum and Instruction (Department) in the College of Education, posted several comments and/or quotes which were related to the ongoing Israel-Hamas conflict on the social media platform X (formerly Twitter). On March 4, 2024, TTUS and/or TTU administrators suspended Responding Party with pay, pending an investigation by the TTUS Office of Equal Opportunity (EO). The Office of EO was tasked with determining whether any of the views expressed by Responding Party on his social media had been shared or discussed in the classroom or work environment and, if so, whether such conduct constituted discriminatory harassment.

The Office of EO conducted an investigation to determine whether Responding Party's conduct violated our non-discrimination and anti-harassment policy. After evaluating the information gathered during the investigation, we found no evidence that Responding Party shared or discussed the views he posted on X regarding the Israel-Hamas conflict in the classroom or work environment, and we found no evidence that his conduct in the classroom or work environment constituted discriminatory harassment based on race or religion. Therefore, we concluded there has been no violation of TTUS Regulation 07.10 (Non-Discrimination and Anti-Harassment Policy and Complaint Procedure).