

Texas Woman's University University Regulation and Procedure

Regulation and Procedure Name: Foreign Adversary Countries

**Regulation and Procedure
Number: URP: 01.295**

Policy Owner: Finance and Administration

POLICY STATEMENT

Texas Woman's University ("TWU") is committed to fulfilling mandated obligations when interacting with foreign adversary countries in order to safeguard U.S. national security against intellectual property theft and other uses, specifically regarding purchasing, state information resources, and U.S.-developed technologies.

APPLICABILITY

This policy is applicable to TWU Employees

DEFINITIONS

1. "Critical Infrastructure" means a communication infrastructure system, cybersecurity system, electric grid, hazardous waste treatment system, or water treatment facility, as defined in Texas Business and Commerce Code Sec. 117.001(2).
2. "Critical Infrastructure Position" means a University position in which University personnel, or a similarly situated state contractor researches, works on, or has access to University "Critical infrastructure". The designation as a Critical Infrastructure Position will be included in the position's job classification description.
3. "Employee" means an individual who is employed part-time, full-time, or in a temporary capacity as faculty, staff, or who is required to be a student as a condition of employment, undergraduate or graduate.
4. "Foreign Adversary Countries" means a country or government on the U.S. Department of Commerce's foreign adversaries list under 15 C.F.R. § 791.4. As of the effective date of this policy, foreign

adversaries include the People's Republic of China, including the Hong Kong Special Administrative Region (China); the Republic of Cuba (Cuba); the Islamic Republic of Iran (Iran); the Democratic People's Republic of Korea (North Korea); the Russian Federation (Russia); and Venezuelan politician Nicolás Maduro (Maduro Regime).

REGULATION AND PROCEDURE

I. Prohibition of Purchases

- A. Purchases made by the University must adhere to URP 04.360: Purchase of Goods and Services.

II. Prohibition and Reporting of Gifts and Travel

A. Gifts

1. No employee shall accept any gift, regardless of the value, from a country on the U.S. Department of Commerce's foreign adversaries list. Gifts include, but are not limited to, grants or funds provided for research or travel. Doing so violates an employee's ethical obligations to the State of Texas. Any employee approached with an offer of a gift, to include travel, or other suspected violation of this policy from a group or individual representing a foreign adversary must report such interaction to the Office of Compliance. The Office of Compliance shall maintain a record of the date of contact, name of the approaching individual or group, and employee contacted.
2. The University shall submit foreign gift and contract disclosure as required by the U.S. Department of Education (DOE). When such is reported to the DOE, the University will also submit a report on foreign gifts and contracts to the Texas Higher Education Coordinating Board.

B. Official University Business Travel

No employee shall travel to a country on the U.S. Department of Commerce's foreign adversaries list for the purpose of official university business.

C. Personal Travel

Employees planning personal travel to foreign adversary countries must submit a Foreign Adversary Nations Travel Form Pre-Travel Notification to

the Office of Human Resources not later than thirty (30) calendar days prior to their departure and complete a Post-Travel Brief and submit to the Office of Human Resources no later than seven (7) calendar days after returning from the trip.

1. Employees may not bring university-issued devices, non-public university information in any form, or personal devices containing university information, including devices containing passwords or access to university information resources, to a foreign adversary country. Further, any employee sending, shipping, or traveling internationally with university electronic devices, research, or other export-controlled items must comply with [URP 02.450: Export Controls](#) and all U.S. Export Control laws.
2. Employees may not log into or access any university information resources while traveling in a foreign adversary country.
3. Employees may not provide access to non-public university information, including research conducted at or sponsored by the University or other U.S.-based entities, to any person or entity while traveling in a foreign adversary country.
4. Employees must immediately report to the Office of Compliance and to the Office of Human Resources any intentional or inadvertent disclosure of non-public university information or sensitive or proprietary technologies associated with the employee's work for the University, to a person or entity associated with a foreign adversary country or government.

III. Requirements of Critical Infrastructure employees

A. Job Descriptions

Job descriptions for and any posting of a Critical Infrastructure position must include the Critical Infrastructure designation and a statement that the position requires the employee to have the ability to maintain the security and integrity of the related infrastructure.

B. Criminal Background Checks

Applicants, employees, and similarly situated contractors for Critical Infrastructure Positions are required to undergo a periodic review of their criminal history and governmental or political foreign adversary connections to evaluate their ability to maintain the security and integrity of the related infrastructure.

IV. Foreign Recruitment Programs

Employees are prohibited from participating in foreign recruitment programs sponsored or otherwise facilitated by a foreign-adversary country.

V. Certification

A designated Compliance Officer shall prepare a response for the University certifying compliance with this policy as required by the Texas Governor's Executive Order No. GA-48 (2024).

REVIEW

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, Board of Regents policies, or internal processes or procedures.

REFERENCES

Section 889 of the 2019 National Defense Authorization Act (NDAA)

Section 1260H of the 2021 National Defense Authorization Act (NDAA)

[15 C.F.R. § 791.4](#)

Tex. Bus. & Com. Code § 117.001(2)

[Executive Order No. GA-48, Governor of Texas \(Nov. 19, 2024\)](#)

[URP 02.450: Export Controls](#)

[URP 04.360: Purchase of Goods and Services](#)

FORMS AND TOOLS

[Foreign Adversary Nations Travel Form](#)

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Revised: