TEXAS A&M UNIVERSITY

Notice of Nondiscrimination and Abuse

Texas A&M University provides equal opportunity to all employees, students, applicants for employment or admission, and the public regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, or gender identity. Texas A&M University will promptly investigate all complaints of illegal discrimination, sexual harassment, and related retaliation in accordance with applicable federal and state laws.

Reporting Responsibilities

Any employee who experiences, observes, or becomes aware of illegal discrimination, sexual harassment, and/or related retaliation must promptly report the incident(s). A student and third party should also promptly report the incident(s).

Only certain employees may keep reports of violations confidential: licensed health care personnel and licensed counselors when acting in this capacity as part of their official employment. All other employees informed of possible illegal discrimination, sexual harassment, and related retaliation should advise the reporter that they cannot keep the information confidential and are required to report it. The employees should inform the reporter where confidential guidance can be obtained.

Confidential Reporting Option

For confidential reporting, a student can contact a licensed counselor in the Student Counseling Service at 979-845-4427. A staff or faculty member can contact a licensed counselor in the Employee Assistance Program at 979-845-3711. To the extent possible, the university will protect the privacy of parties to the report within the context of the university's duty to provide a safe and nondiscriminatory work and educational environment.

Where to Report an Incident

Designated Officials:

Students, faculty, staff, third parties, and applicants for employment or admission should report incident(s) to the appropriate Designated Official below who handles alleged violations committed by students, faculty, staff, and third parties.

If the alleged offender is a:	STUDENT	FACULTY	STAFF or THIRD PARTY
Then the official contact is:	Dr. Anne Reber Dean of Student Life Texas A&M University For location, see website - http://studentlife.tamu.edu/ College Station, TX 77843-1257 TAMU Mail Stop 1257 studentlife@tamu.edu 979-845-3111	Dr. Blanca Lupiani Executive Associate Dean of Faculties Texas A&M University 108 YMCA Building College Station, TX 77843-1126 TAMU Mail Stop 1126 Dof@tamu.edu 979-845-4274	Ms. Janelle Ramirez Executive Director Human Resources Operations Texas A&M University 750 Agronomy Road Suite 1201 College Station, TX 77843-1255 Mail Stop 1255 hrpolicy@tamu.edu 979-862-3331

- *The Title IX Coordinator:*

For reporting incidents or making inquiries regarding discrimination based on sex, you also may contact Lori Williams, TAMU Title IX Coordinator at (979-845-0977 or TitleIX.Coordinator@tamu.edu). The office address is 750 Agronomy Road Suite 2101, College Station, TX 77843. See the Title IX Website http://urc.tamu.edu/title-ix/.

- *The Section 504 and ADA Coordinator:*

For reporting incidents or making inquiries regarding discrimination based on disability, you also may contact Peggy Zapalac, TAMU ADA Coordinator at (979-845-8116 or ADA.Coordinator@tamu.edu). The office address is 750 Agronomy Road Suite 2101, College Station, TX 77843.

- *Supervisors:*

Employees may also report incidents to their supervisor.

- *Federal Agencies:*

Inquiries or complaints about discrimination also may be directed to the U.S. Equal Employment Opportunity Commission (1-800-669-4000) or to the U.S. Department of Education Office for Civil Rights (214-661-9600).

- *Texas A&M System Hotline:*

The Risk, Fraud & Misconduct Hotline at 888-501-3850 or
https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html

Sexual Harassment

Sexual harassment is a form of sex discrimination. Unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature constitute sexual harassment when this conduct is so severe, persistent or pervasive that it explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work or educational performance, or creates an intimidating or hostile work or educational environment. Sexual harassment includes sexual violence, sexual assault, non-consensual sexual contact, sexual exploitation, and sex-based dating violence, domestic violence, and stalking.

Reporting Abuse or Neglect

State law requires all persons having cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect to *immediately* make a report (even if the belief is premised upon incomplete or dated information) to: any local or state law enforcement agency; the Department of Family and Protective Services (DFPS); the state agency that operates, licenses, certifies, or registers the facility in which the alleged abuse or neglect occurred; or the agency designated by the court to be responsible for the protection of children. Further, all persons having cause to believe that an individual 65 years or older or a disabled person 18 years of age or older is in the state of abuse, neglect, or exploitation are required to notify the DFPS.

- *To report abuse or neglect to DFPS contact:*

The Texas Abuse Hotline at 1-800-252-5400 or http://www.dfps.state.tx.us/Contact_Us/report_abuse.asp

- *For emergencies:*

Call 9-1-1 or local law enforcement:

University Police Department (979-845-2345)
College Station Police Department (979-764-3600)
Bryan Police Department (979-209-5300)
Brazos County Sheriff's Office (979-361-4900)

Institutional Governance

- System Policy 08.01, Civil Rights Protections and Compliance
- System Regulation 08.01.01, Civil Rights Compliance
- University Rule 08.01.01.M1, Civil Rights Compliance
- University SAP 08.01.01.M1.01, Investigation and Resolution of Complaints Against Non-Faculty Employees and Unrelated Third Parties for Illegal Discrimination, Sexual Harassment, or Related Retaliation Charges
- University SAP 08.01.01.M1.02, Investigation and Resolution of Complaints Against Faculty Members for Illegal Discrimination, Sexual Harassment, or Related Retaliation Charges
- Student Rule Sect. 24, Student Conduct Code
- Student Rule Sect. 26, Student Conduct Proceedings
- Student Rule Sect. 31, Racial and Ethnic Harassment
- Student Rule Sect. 45, Discrimination and Discrimination Appeals
- Student Rule Sect. 46, Disability Accommodations in Academic Programs
- Student Rule Sect. 47, Sexual Harassment
  Student Rule 10, Sect. 10.5, Grading (pregnancy)
- Student Rule 7, Sect. 7. 1.10, Attendance (pregnancy)
- Faculty Handbook - Office of the Dean of Faculties: Discrimination and Bias reporting, EEO and Affirmative Action Statement, and Sexual Harassment Policies