

Notice of Nondiscrimination and Abuse

Reporting violations or making inquiries regarding equal opportunity and non-discrimination

Texas A&M University provides equal opportunity to all employees, students, applicants for employment or admission, and the public regardless of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Texas A&M University will promptly investigate all complaints of discrimination, sexual harassment, and related retaliation in accordance with applicable federal and state laws. Furthermore, we will aspire to maintain a work and educational environment free from discrimination on the basis of sexual orientation, gender identity or gender expression.

Sexual harassment is a form of discrimination based on sex. 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 violence, which includes rape, sexual assault, sexual battery, and sexual coercion, constitutes sexual harassment, as does non-consensual sexual contact, non-consensual sexual intercourse and sexual exploitation.

A university employee who witnesses, is subjected to, or is informed about incidents of discrimination is responsible for promptly reporting the incident. Other members of the campus community and the public also should promptly report such incidents. Incidents should be reported to the Designated Official below who handles alleged violations perpetrated by students, faculty, staff and visitors, or to the Title IX Coordinator.

If you have questions or need support please contact the Office of the Dean of Student Life, the Office of the Dean of Faculties and Associate Provost, or the Office of Human Resources. These offices provide information and support for students, faculty, staff, and visitors, respectively.

Reporting Abuse or Neglect

The safety of our students, faculty, staff and visitors is a top priority at Texas A&M University. Members of the campus community **should** report suspected instances of abuse, neglect or exploitation (especially of children, those 65 years or older, and adults with disabilities). For emergencies call 9-1-1, the University Police Department (979-845-2345), or any local law enforcement agency: College Station Police Department (979-764-3600), Bryan Police Department (979-209-5300), or Brazos County Sheriff's Office (979-361-4900). For non-emergency cases of suspected or ongoing abuse or neglect, call the Texas Abuse Hotline at 1-800-252-5400.

The law imposes strict requirements for "professionals," which is defined as an individual who is licensed or certified by the state or who is an employee of a facility licensed, certified, or operated by the state and who, in the normal course of official duties or duties for which a license or certification is required, has direct contact with children. The term includes teachers, nurses, doctors, day-care employees, employees of a clinic or health care facility that provides reproductive services, juvenile probation officers, and juvenile detention or correctional officers. If a "professional" has cause to believe that a child has been abused or neglected, the professional **must** make a report not later than 48 hours after learning of the abuse or neglect. A professional may not delegate to or rely on another person to make the report.

Finally, 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 to law enforcement, even if the belief is premised upon incomplete or dated information.

Designated Officials

Regarding discrimination, harassment, abuse, neglect, or exploitation:

Students, faculty, staff, visitors, and applicants for employment or admission should notify the appropriate Designated Official below who handles alleged violations perpetrated by students, faculty, staff, and visitors. Employees also should notify their supervisor (if that person is not the suspected offender).

Designated Officials

STUDENTS	FACULTY	STAFF/VISITORS
Dean of Student Life Texas A&M University Cain Hall B 117 College Station, TX 77843-1257 TAMU Mail Stop 1257 studentlife@tamu.edu 979.845.3111	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	Associate VP, Human Resources Texas A&M University 750 Agronomy Road College Station, TX 77843-1255 Mail Stop 1255 hrpolicy@tamu.edu 979.862.3331

For reporting incidents or making inquiries regarding discrimination based on sex or disability, you also may contact Mr. Charley Clark (the Title IX Coordinator and the Section 504 and ADA Coordinator) at 979.845.0977, TitleIX.Coordinator@tamu.edu, or ADA.Coordinator@tamu.edu. 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).

Institutional Policies and Resources

System policy 08.01, Civil Rights Protections and Compliance

<http://policies.tamus.edu/08-01.pdf>

System regulation 08.01.01, Civil Rights Compliance

<http://policies.tamus.edu/08-01-01.pdf>

University rule 08.01.01.M1, Civil Rights Compliance

<http://rules-saps.tamu.edu/PDFs/08.01.01.M1.pdf>

University standard administrative procedure 08.01.01.M1.01 University Standard Administration Procedure, Investigation and Resolution of Complaints Against Non-Faculty and unrelated Third Parties for Illegal Discrimination, Sexual Harassment, or Related Retaliation Charges

<http://rules-saps.tamu.edu/PDFs/08.01.01.M1.01.pdf>

University standard administrative procedure 08.01.01.M1.02, Investigation and Resolution of Complaints Against Faculty Members for Illegal Discrimination, Sexual Harassment, or Related Retaliation Charges

<http://rules-saps.tamu.edu/PDFs/08.01.01.M1.02.pdf>

Student rule section 45, Discrimination and Discrimination Appeals

<http://student-rules.tamu.edu/rule45>

Student rule section 46, Disability Accommodations in Academic Programs

<http://student-rules.tamu.edu/rule46>

Student rule section 47, Sexual Harassment

<http://student-rules.tamu.edu/rule47>

Student rule section 24, Student conduct code

<http://student-rules.tamu.edu/rule24>

Student rule section 31, Racial and Ethnic Harassment

<http://student-rules.tamu.edu/rule31>

Risk, Fraud & Misconduct Hotline

https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=19681

Faculty Handbook - Office of the Dean of Faculties and Associate Provost: Discrimination and Bias reporting, EEO and Affirmative Action Statement, and Sexual Harassment Policies

http://dof.tamu.edu/sites/default/files/faculty_handbook/2013%20TAMU%20Faculty%20Handbook0826.pdf

Tell Somebody <http://tellsomebody.tamu.edu/>

Title IX at Texas A&M <http://titleix.tamu.edu>