

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 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 discrimination, sexual harassment, and/or related retaliation must promptly report the incident(s). A student and third party should report, but is not required to 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 discrimination, sexual harassment, and related retaliation should advise the reporter that they cannot keep the information confidential and are required to report it. The employee should inform the reporter where confidential guidance can be obtained.

Confidential Guidance

Students may contact a licensed counselor through the Student Counseling Service at 979-845-4427 or a licensed health care provider through Student Health Services at 979-458-8250. A staff or faculty member can contact a licensed counselor at Deer Oaks EAP Services at 1-888-993-7650, available 24/7/365. 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.

Reporting to the University

- 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/unknown parties.

Complaints against students, contact:	Complaints against faculty, contact:	Complaints against staff, third parties, or unknown parties, contact:	Any complaint can be reported to the Title IX Coordinator:
Dr. Anne Reber Dean of Student Life http://studentlife.tamu.edu Student Life Bldg. 3, Student Services at White Creek studentlife@tamu.edu 979-845-3111	Dr. Blanca Lupiani Executive Assoc. Dean of Faculties 108 YMCA Building dof@tamu.edu 979-845-4274	Wanda S. Boyd Director of Organizational Consulting and Resolution Management 750 Agronomy Rd., Suite 1201 ocrm@tamu.edu 979-862-4027	Jennifer M. Smith Title IX Coordinator 750 Agronomy Rd., Suite 2101 TitleIX.Coordinator@tamu.edu 979-845-0977

- Section 504 and the ADA Coordinator*

For reporting incidents, requesting accommodations, or inquiring about discrimination based on disability, you 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. See the ADA Website <http://urc.tamu.edu/ada/>.

- *Title IX Coordinator:*

Title IX of the Education Amendments of 1972 is a federal law that prohibits the University from discriminating on the basis of sex in its educational programs or activities. For reporting incidents or making inquiries regarding discrimination based on sex, you may contact Jennifer Smith, 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 at <http://urc.tamu.edu/title-ix/>

- *Supervisors:*

Employees may also report incidents to their supervisor.

- *Electronic Reporting Option*

Individuals may submit a report online through the TellSomebody.tamu.edu [online report form](#). Reporters can provide contact information or submit the report anonymously. Reports submitted anonymously or with limited information may limit the ability to follow up on an incident. NOTE: Confidentiality cannot be guaranteed for reports submitted through this site. State law determines confidentiality.

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, sex-based dating violence, domestic violence, and stalking.

Reporting to a Federal Agency

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).

Reporting Abuse or Neglect of Persons Age 65 or Older, Persons with Disabilities, or Minors

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

- *To report to Law Enforcement:*

For emergencies, call 9-1-1.

For non-emergencies, contact local law enforcement.

Brazos County Contacts:

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](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 SAP 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)
- [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](http://rules-saps.tamu.edu/PDFs/08.01.01.M1.01.pdf)
- [Student Rule Sect. 24, Student Conduct Code](http://student-rules.tamu.edu/rule24)
- [Student Rule Sect. 26, Student Conduct Proceedings](http://student-rules.tamu.edu/rule26)
- [Student Rule Sect. 31, Racial and Ethnic Harassment](http://student-rules.tamu.edu/rule31)
- [Student Rule Sect. 45, Discrimination and Discrimination Appeals](http://student-rules.tamu.edu/rule45)
- [Student Rule Sect. 46, Disability Accommodations in Academic Programs](http://student-rules.tamu.edu/rule46)
- [Student Rule Sect. 47, Investigation and Resolution of Complaints Against Texas A&M Students for Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking and Related Retaliation \(SSDDSR\)](http://student-rules.tamu.edu/rule47)
- [Student Rule 10, Sect. 10.5, Grading \(pregnancy\)](http://student-rules.tamu.edu/rule10)
- [Student Rule 7, Sect. 7. 1.10, Attendance \(pregnancy\)](http://student-rules.tamu.edu/rule07)
- [Faculty Handbook - Office of the Dean of Faculties: Discrimination and Bias reporting, EEO and Affirmative Action Statement, and Sexual Harassment Policies](http://dof.tamu.edu/dof/media/PITO-DOF/Documents/Guidelines/handbooks/2016-TAMU-Faculty-Handbook.pdf)