Notice of Non-Discrimination and Abuse

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

Sexual Harassment Defined

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. Dating violence, domestic violence, and stalking, when it is sex based, are also forms of sexual harassment. 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.

Confidentiality and Reporting Discrimination Based on Sex and Sexual Harassment to include Sexual Violence

If possible, before an employee reveals information that he or she may wish to keep confidential, inform them of your obligations to report and who they should contact for confidential reporting. In most cases, counselors are not required to, nor may, report an incident that in any way identifies the employee concerned without their consent. However, if an imminent harm situation is present, the counselor must take action to protect whoever is at risk. An employee may contact a counselor in the Employee Assistance Program at 979-845-3711.

Persons gathering information, seeking guidance, or filing a complaint may be concerned about the confidentiality of the information they are sharing. While Texas A&M AgriLife wishes to create an environment in which individuals feel free to discuss concerns and make complaints, the agency may be obligated to take action when its officials are informed that sexual harassment may be occurring. Although the confidentiality of the information received, the privacy of the individuals involved, and the wishes of the complainant regarding action by the agency cannot be guaranteed, they will be protected to as great a degree as is legally possible. If a person does not disclose any identifying information about him/herself or any other party involved, response on the part of Texas A&M AgriLife may be limited.

Title IX: Sex Discrimination and Harassment
Reporting Violations Regarding Discrimination

An individual who believes that he or she has been subjected to discrimination, sexual harassment and/or related retaliation should promptly report the incident(s) to their Agency Title IX Deputy Coordinator or, the Title IX Coordinator & Chief Human Resources Officer. Employees may also notify their supervisor (if that person is not the alleged offender).

Any Texas A&M AgriLife employee who witnesses or is informed about incidents of discrimination is responsible for promptly reporting the incident. Other members of the campus community and the public should also promptly report such incidents.

Texas A&M Agrilife Title IX Coordinator
Jennifer Hobbs, Chief Human Resources Officer / JMHumphries@ag.tamu.edu / (979) 845-2423

Texas A&M Agrilife Title IX Deputy Coordinator [Agrilife Extension & Agrilife Research]
Beverley Rose, Employee Development Manager / barose@ag.tamu.edu / (979) 458-3279

Texas A&M Forest Service Title IX Deputy Coordinator
William Dixon, Human Resource Services Manager / wbdixon@tamu.edu / (979) 845-8953

Texas A&M Veterinary Medical Diagnostic Laboratory TitleIX Deputy Coordinator
Edna Taylor, Program Coordinator / etaylor@tvmdl.tamu.edu / (979) 845-3414

4-H & Youth Development Title IX Deputy Coordinator
Dr. Jill Martz, Extension Specialist / Jill.Martz@ag.tamu.edu / (979) 845-1211
http://texas4-h.tamu.edu/youthprotecting/

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: Risk, Fraud, & Misconduct Hotline

System Policies and Agency Rules
08.01 Civil Rights Protections and Compliance
08.01.01 Civil Rights Compliance
08.01.01.A0.01 Civil Rights Compliance – Texas A&M AgriLife Research
08.01.01.X0.01 Civil Rights Compliance – Texas A&M AgriLife Extension Service
08.01.01.V0.01 Civil Rights Compliance – Texas A&M Veterinary Medical Diagnostic Laboratory
10.10 Civil Rights Compliance – Texas A&M Forest Service