



November 11, 2020

TO: All Texas A&M AgriLife Employees
SUBJECT: Notice of Non-Discrimination and Abuse

As part of our on-going commitment to providing an educational and working environment free from discrimination, Texas A&M AgriLife has recently revised our rules that address sexual harassment, sex-based misconduct and other forms of discrimination. The changes were made in compliance with the new federal regulations on Title IX and Texas A&M System Regulation 08.01.01, *Civil Rights Compliance*. Highlights of these new rules and their impact on our investigation and resolution process for complaints of sex-based discrimination and harassment are below:

Key Points

1. The standard of proof in discrimination and harassment cases remains “preponderance of the evidence.” When Texas A&M AgriLife is determining whether alleged conduct violates our rules, the standard is met if the action is deemed more likely than not to be true based on the totality of the available evidence.
2. The new rules prioritize thoroughness of the investigation rather than a quick resolution of the complaint. The timeline for the completing the entire grievance process (i.e., the investigation, hearing, and appeal) fall within the guidelines established by Texas A&M University System Regulation 08.01.01.
3. Informal resolution, including mediation and restorative practices, will be an option for the parties in certain cases. However, mediation will not be an option for resolving a case involving allegations of rape, statutory rape, dating violence, domestic violence, or any case in which imminent threats of harm may exist. Informal resolutions will not be used to resolve allegations that an employee sexually harassed a student.
4. In accordance with the federal Title IX regulation, allegations of sex-based discrimination or harassment, if not resolved informally or dismissed, will be resolved at a live hearing. Parties must answer questions posed by the other party’s advisor at the hearing. Texas A&M AgriLife will provide an advisor for any party who does not have an advisor.
5. All Texas A&M AgriLife employees will continue to be required to report all known information concerning an incident that constitutes stalking, dating violence, sexual assault, or sexual harassment as required under Texas state law. More information, including exceptions to the mandatory reporting obligation may be found in System Regulation 08.01.01.

Should you have specific questions or concerns, feel free to reach out to me at JMHobbs@ag.tamu.edu.