



Notice of Non-Discrimination and Abuse

Texas A&M AgriLife (AgriLife) provides equal opportunity in its programs and activities, education, and employment to all persons regardless of race, color, religion, sex, national origin, disability, age, genetic information, veteran status, sexual orientation, gender identity, or any other classification protected by federal, state, or local law in employment or educational programming. All complaints of discrimination, harassment (including sexual harassment), complicity and/or related retaliation based on a protected class will be promptly reported, investigated, and resolved in accordance with System Policy 08.01, System Regulation 08.01.01 and applicable federal and state laws.

Texas A&M AgriLife's response to allegations of discrimination, harassment, complicity, and related retaliation will be: 1) prompt and equitable; 2) intended to prevent the recurrence of any harassment; and 3) intended to remedy its discriminatory effects, as appropriate. A substantiated allegation of such conduct may result in disciplinary action, up to and including separation from employment. Visitors, contractors, and third parties who commit discrimination, harassment, or related retaliation may have their relationships with Texas A&M AgriLife terminated and/or their privileges of being on AgriLife premises withdrawn. Additional information about options for resolving complaints, a party's rights, and available university/community resources can be found on Texas A&M's [Title IX website](#).

Sexual Harassment and Sex-based Misconduct Defined

Sexual harassment and sex-based misconduct are forms of discrimination. Sexual Harassment is unwelcome conduct on the basis of sex (of a sexual nature or otherwise): (1) by an employee of Texas A&M AgriLife who conditions the provision of an aid, benefit, or service of AgriLife on an individual's participation in that unwelcome sexual conduct; (2) determined by a reasonable person to be so severe and pervasive and objectively offensive that it effectively denies a person equal access to AgriLife's education program or activity; or (3) sexual assault or dating violence, domestic violence, or stalking based on sex.

Sex-based misconduct is unwelcome conduct on the basis of sex that is severe, persistent, or pervasive enough to create a work, educational, or campus living environment that a reasonable person would consider intimidating, abusive, or offensive. Sex-based misconduct includes, but is not limited to, sexual assault, sexual exploitation, dating violence, domestic violence, and stalking based on sex.

Reporting Responsibilities

Allegations of sexual assault, sexual harassment, dating violence or stalking.

All employees (except those identified below*) who, in the course and scope of employment, observe, experience, or become aware of an incident that the employee reasonably believes constitutes sexual harassment, sexual assault, dating/domestic violence or stalking which is alleged to have been committed by or against a person who was an employee of the institution at the time of the incident, should promptly report all known information about the incident to Jennifer Smith, TAMU Assistant Vice President and Title IX Officer (contact information below). Any employee who fails to make a required report may be disciplined, up to and including termination of employment.



*Licensed health care providers and licensed counselors acting in the course and scope of employment when a disclosure is received must report de-identified statistics but must not report any other information.

Allegations of discrimination, harassment, complicity, or related retaliation other than allegations of sexual assault, sexual harassment, dating violence or stalking.

All employees except licensed health care providers and licensed counselors who, in the course and scope of their employment, witness or receive information regarding the occurrence of an incident that the employee reasonably believes constitutes discrimination, harassment, complicity or retaliation related to a protected class (other than allegations of sexual harassment, sexual assault, dating violence or stalking) should promptly report all known information about the incident to Jennifer Smith, TAMU Assistant Vice President and Title IX Officer (contact information below), or their supervisor. Any employee who fails to make a required report may be disciplined, up to and including termination of employment.

Confidential Reporting

Persons gathering information, seeking guidance, or filing a complaint may be concerned about the confidentiality of the information they are sharing. It is a best practice to notify an employee about your mandatory reporter obligations before allowing an employee to reveal information that he or she may wish to keep confidential. You should also notify such individuals that if they prefer, they may report confidentially to a counselor at GuidanceResources EAP at 1-866-301-9623 (available 24 hours a day).

While Texas A&M AgriLife wishes to create an environment in which individuals feel free to discuss concerns and make complaints, the agency is obligated to act 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 reporter does not disclose any identifying information regarding themselves or the parties involved, response on the part of Texas A&M AgriLife and Texas A&M University's Department of CREI may be limited.

Anonymous Reports

Reports may be made anonymously through the Texas A&M System: Risk, Fraud, & Misconduct Hotline at 1-888-501-3850 or Texas A&M University's online reporting form: [Tell Somebody](#) may be used. If a reporter does not disclose any identifying information regarding themselves or the parties involved, response on the part of Texas A&M AgriLife and Texas A&M University's Department of CREI may be limited.

Criminal Complaints

Reporters and complainants have the option (but may not be required) to file a criminal report with the appropriate local law enforcement agency in addition to filing an administrative report with Texas A&M AgriLife and Texas A&M University's Department of CREI.



Reports of Discrimination and Harassment should be submitted to:

Jennifer Smith, Title IX Coordinator

TAMU Assistant Vice President and Title IX Officer
Medical Sciences Library
202 Olsen Blvd., Suite 007
College Station, TX 77843
(979) 458-8407
civilrights@tamu.edu
titleix.tamu.edu

Section 504

For reporting incidents or to make inquiries regarding discrimination based on disability, contact Jennifer Smith (information above).

ADA Coordinator

Inquiries regarding accommodations may be directed to Elizabeth Schwartz, AgriLife Chief Human Resources Officer / elizabeth.schwartz@ag.tamu.edu / (979) 845-2423.

Reporting to Outside Agencies

Inquiries or complaints about discrimination may also be directed to the U.S. Department of Justice, Equal Employment Opportunity Commission (1-800-669-4000), the U.S. Department of Education Office for Civil Rights (1-800-421-3481), or the Texas Workforce Commission's Civil Rights Division (888-452-4778).

Relevant/Related System Policies, Texas A&M University and AgriLife Agency Rules

[Texas A&M University System Policy – 08.01 Civil Rights Protections and Compliance](#)

[Texas A&M University System Regulation – 08.01.01 Civil Rights Compliance](#)

[Texas A&M University Rules – 08.01.01.M1 Civil Rights Compliance](#)

[Texas A&M AgriLife Research Rules – 08.01.01.A1 Civil Rights Compliance](#)

[Texas A&M AgriLife Extension Service Rules – 08.01.01.X1 Civil Rights Compliance](#)

[Texas A&M Veterinary Medical Diagnostic Laboratory Rules – 08.01.01.V1 Civil Rights Compliance](#)

[Texas A&M Forest Service Rules – 08.01.01.F1 Civil Rights Compliance](#)