



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 or gender identity. Texas A&M AgriLife will promptly investigate all complaints of discrimination, harassment (including sexual harassment), complicity and/or related retaliation based on a protected class 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 will 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may have their relationships with Texas A&M AgriLife terminated and/or their privileges of being on AgriLife premises withdrawn.

Sexual Harassment Defined

Sexual harassment is a form of discrimination. 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.

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 their employment, witness or receive information regarding the occurrence of an incident that the employee reasonably believes constitutes sexual harassment, sexual assault, dating violence or stalking and is alleged to have been committed by or against a person who was an employee of the institution at the time of the incident shall promptly report all known information about the incident to the Title IX Coordinator or the Deputy Title IX Coordinator. *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 shall 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) shall promptly report all known information about the incident to the Title IX Coordinator or the Deputy Title IX Coordinator. 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. Before an employee reveals information that he or she may wish to keep confidential, inform them of your obligations to report and that 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 may be 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 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.

Anonymous Reports

Reports may be made anonymously through the Texas A&M System: Risk, Fraud, & Misconduct Hotline at 1-888-501-3850. Anonymous reports may limit Texas A&M AgriLife's response to an allegation.

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 the Title IX Coordinator or Agency Title IX Deputy Coordinator. 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 / JMHobbs@ag.tamu.edu / (979) 845-7810
578 John Kimbrough Blvd., 4th Floor AGSV, College Station, TX 77843

Texas A&M AgriLife Title IX Deputy Coordinator [AgriLife Extension & AgriLife Research]
Julie Clark, HR Specialist II / julie.clark@ag.tamu.edu / 979-845-2371
578 John Kimbrough Blvd., 4th Floor AGSV, College Station, TX 77843

Texas A&M AgriLife Title IX Deputy Coordinator [AgriLife Extension & AgriLife Research]
Beverley Rose, Manager, Employee Development / barose@ag.tamu.edu / (979) 458-3279
578 John Kimbrough Blvd., 4th Floor AGSV, College Station, TX 77843

Texas A&M Forest Service Title IX Deputy Coordinator
William Dixon, Manager, Human Resources / wbdixon@tamu.edu / (979) 845-8953
578 John Kimbrough Blvd., 4th Floor AGSV, College Station, TX 77843

Texas A&M Veterinary Medical Diagnostic Laboratory Title IX Deputy Coordinator
Paula Mondebello, Program Coordinator II / paula.mondebello@tvmdl.tamu.edu /
(979) 845-3414; 483 Agronomy Road, College Station, TX 77840

4-H & Youth Development Title IX Deputy Coordinator
Dr. Darlene Locke, Assistant Professor & Extension Specialist / dlocke@ag.tamu.edu /
(979) 845-1023; 600 John Kimbrough Blvd., AGSV Suite 433, College Station, TX 77843
<https://texas4-h.tamu.edu/minors/>

Section 504 and ADA Coordinator

For reporting incidents or making enquiries regarding discrimination based on disability, you may contact Jennifer Hobbs, Chief Human Resources Officer / JMHobbs@ag.tamu.edu / (979) 845-7810.

Reporting to Outside Agencies

Inquiries or complaints about discrimination also may 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).

System Policies and Agency Rules

Texas A&M University System - 08.01 Civil Rights Protections and Compliance

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

Texas A&M University System - 08.01.01 Civil Rights Compliance

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

Texas A&M AgriLife Research - 08.01.01.A1 Civil Rights Compliance

<https://agrififeas.tamu.edu/documents/080101a1.pdf/>

08.01.01.X1 Civil Rights Compliance – Texas A&M AgriLife Extension Service

<https://agrififeas.tamu.edu/documents/080101x1.pdf/>

08.01.01.V1 Civil Rights Compliance – Texas A&M Veterinary Medical Diagnostic Laboratory

<https://agrififeas.tamu.edu/documents/080101v1.pdf/>

08.01.01.F1 Civil Rights Compliance – Texas A&M Forest Service

<http://tfsfinance.tamu.edu/modules/finance/admin/rules/080101F1%20Civil%20Rights%20Compliance.pdf>