



## **Title IX: Sex Discrimination and Harassment**

In accordance with Title IX of the Education Amendments of 1972, Texas A&M System Regulations and Texas A&M AgriLife Rules, discrimination in employment, educational programs, and activities on the basis of sex is prohibited.

Sexual harassment is a form of sex discrimination and is prohibited under Title IX. Unwelcome conduct on the basis of sex (of a sexual nature or otherwise): 1) by an employee who conditions the provision of an aid, benefit, or service 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 education, programs or activities; 3) sexual assault or dating violence, domestic violence, or stalking based on sex.

The following are examples of types of conduct that may constitute sexual harassment:

- Inappropriate touching, patting, or hugging
- Nonconsensual sexual activity
- Invasion of sexual privacy
- Obscene phone calls, texts, emails, photographs, or gestures

Any person (student, employee, or visitor) who believes that discriminatory practices have occurred based on sex may file a report or schedule an appointment to discuss their concerns as described below under Reporting an Incident.

Texas A&M AgriLife will ensure that all complaints of discrimination, sexual harassment, and related retaliation are promptly, thoroughly, and equitably investigated in accordance with applicable federal and state laws (including Title IX of the Education Amendments of 1972), A&M System Policy 08.01 and A&M System Regulation 08.01.01.

Click [here](#) to view a TAMUS-created video for educational information on Title IX.

### **Reporting an Incident**

An employee who experiences, observes, or becomes aware of sexual discrimination, sexual harassment, (including sexual violence), and/or related retaliation, must promptly report the incident(s) to the AgriLife Title IX Coordinator (see contact information below). An individual is not required to report an incident in which he or she was a victim of sexual harassment, sexual assault, dating violence, or stalking. Additionally, only certain employees may keep complaints of discrimination confidential, such as licensed health care personnel and sexual assault advocates who have met specific training requirements and who are acting in this capacity as part of their official employment. All other employees informed of possible discrimination should advise the reporter that they cannot keep the information confidential and are required to report it.

#### **Jennifer Smith, Title IX Coordinator**

TAMU Assistant Vice President and Title IX Officer  
Department of Civil Rights and Equity Investigations (CREI)  
YMCA Building, Suite 108  
365 Houston St. #108  
College Station, TX 77843-1268  
(979) 458-8407  
[civilrights@tamu.edu](mailto:civilrights@tamu.edu)  
[titleix.tamu.edu](http://titleix.tamu.edu)

For individuals who would like confidential support:

- students may contact a counselor at TAMU's Student Counseling Service at 979-845-4427
- staff/faculty members may contact counselors at Employee Assistance Program at 1-866-301-9623

Complaints may also be reported anonymously through:

- Texas A&M University's online reporting form: [Tell Somebody](#)
- Texas A&M University System [Risk, Fraud and Misconduct Hotline](#)

Please note that filing an anonymous report may limit the ability to respond to the allegations.

### **Reporting Criminal Incidents**

Anyone who has experienced sexual discrimination, sexual harassment, (including sexual violence), and/or related retaliation has the right to choose whether to report the behavior to law enforcement instead of or in addition to reporting to the Title IX Coordinator. The Title IX Coordinator can assist in making a report to law enforcement authorities. A complainant may also choose to decline to notify law enforcement.

A report to law enforcement, even to the University Police Department (UPD), is separate from a report to the Title IX Coordinator. An individual pursues administrative disciplinary remedies by reporting to the Title IX Coordinator and criminal remedies by reporting to law enforcement. Disciplinary and criminal remedies may be pursued separately or at the same time. An individual wishing to pursue disciplinary remedies and criminal remedies simultaneously should make a report to both the Title IX Coordinator and to the appropriate law enforcement agency.

**For emergencies, call 9-1-1.**

For non-emergencies, contact local law enforcement:

- University Police Department (979-845-2345)
- Bryan Police Department (979-209-5300)
- College Station Police Department (979-764-3600)
- Brazos County Sheriff's Office (979-361-4900)

### **Title IX Complaint Process Overview**

The procedures for responding to allegations of sexual discrimination, sexual harassment, (including sexual violence), and/or related retaliation against students, faculty, staff, and third parties are detailed in [Texas A&M University's Standard Administrative Procedure \(SAP\) 08.01.01.M1.01](#). The sanctioning guidance for substantiated allegations against employees and students can also be found in the [SAP](#). Additional sanctioning guidance related to substantiated sex-based allegations against students can be found here: [Title IX Cumulative Sanctioning Matrix](#). Questions about AgriLife's policies or procedures regarding Title IX complaints should be directed to Jennifer Smith, Title IX Coordinator, at [civilrights@tamu.edu](mailto:civilrights@tamu.edu)

There is an administrative process to address complaints of discrimination based on sex and to protect victims and prevent recurrence. A complainant's rights, resources, and options for resolving the complaint are presented in an intake meeting. Each victim, witness, or third party has the right to present his or her complaint and the right to an impartial review of that complaint. Further, individuals have the right to present witnesses, if applicable, and evidence. The alleged victim and the alleged respondent, as well as witnesses, may also be interviewed.



For cases which are referred to a hearing, a decision will be made on whether the complaint is or is not substantiated and what sanctions, if any, will be imposed.

Both parties will be notified of the decision and the sanctions. Appeals are permitted only under terms specified by [A&M System Regulation 08.01.01, Civil Rights Compliance](#).

Supportive measures are available and will be offered to both the alleged victim and alleged respondent. In addition to the right to file a Title IX complaint, a complaint may be filed with local law enforcement if it is believed a crime has occurred. A complaint may also be filed with any local, state, or federal civil rights office.

More information regarding the complaint process may be found at Texas A&M University's Department of Civil Rights and Equity Investigations (CREI): [titleix.tamu.edu](http://titleix.tamu.edu)

### **Title IX Enforcement**

The United States Department of Education's Office for Civil Rights (OCR) is responsible for enforcing Title IX. Information regarding OCR can be found at [www.ed.gov/about/offices/list/ocr/index.html](http://www.ed.gov/about/offices/list/ocr/index.html)