

## Title IX Sex Discrimination and Harassment

Title IX of the Education Amendments and Texas A&M AgriLife rules prohibit discrimination in employment, educational programs, and activities on the basis of sex.

Sexual harassment, including sexual violence, is a form of sex discrimination and is therefore prohibited under Title IX. 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 unreasonably interferes with a person's work or educational performance or creates an intimidating or hostile environment.

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 been engaged in based upon sex may discuss their concerns and file a complaint of possible violations of Title IX.

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

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

### Reporting an Incident

An individual who has experienced, observed or been made aware of 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).

Texas A&M AgriLife Title IX Coordinator  
Jennifer Hobbs, Chief Human Resources Officer / [JMHobbs@ag.tamu.edu](mailto:JMHobbs@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](mailto: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](mailto:wbdixon@tamu.edu) / (979) 845-8953

Texas A&M Veterinary Medical Diagnostic Laboratory Title IX Deputy Coordinator  
Edna Taylor, Program Coordinator / [etaylor@tvmdl.tamu.edu](mailto:etaylor@tvmdl.tamu.edu) / (979) 845-3414

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Dr. Jill Martz, Extension Specialist / [Jill.Martz@tamu.edu](mailto:Jill.Martz@tamu.edu) / (979) 862-8819, (979) 845-1211  
<http://texas4-h.tamu.edu/volunteer/protecting-our-youth>

### **Reporting Criminal Incidents**

If you are victim of sexual assault or sexual violence, or know someone who has been a victim of a sexual assault or sexual violence, you should contact one of the offices below and you should immediately contact the Texas A&M University Police Department at 979-845-2345. When a crime is reported, both a Title IX investigation and criminal investigation will occur.

### **Title IX Complaint Process**

There is an administrative process to address complaints of discrimination based on sex, to protect victims, and to prevent reoccurrence. The details of the complaint are discussed between the victim or the reporting party and an initial interviewer. A course of action will ensue based on the information gathered during the interview.

Every victim, witness, or third party has the right to present his or her complaint and the right to an impartial investigation of that complaint. Further, individuals have the right to present witnesses and other evidence. The alleged victim and the alleged perpetrator, as well as any witnesses identified will be interviewed.

A decision will be rendered on whether the complaint is or is not substantiated and what disciplinary action will be taken, if any. Both parties will be notified of action taken which affects the victim. While the finding cannot be appealed, any resulting disciplinary action can be appealed.

Counseling and other resources are available and will be offered to both the alleged victim and alleged perpetrator. In addition to your right to file a Title IX complaint, you have the right to file a complaint with local law enforcement if you believe a crime has occurred.

### **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)