

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 been engaged in based upon sex may discuss their concerns and file a complaint of possible violations of Title IX as described below under Reporting an Incident.

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 A&M System Regulation 08.01.01.

Click [here](#) to view a TAMUS-created video for educational information on Title IX. [<https://vimeo.com/105143665>]

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 or Deputy Title IX Coordinator. Employees may also notify their supervisor (if that person is not the alleged offender) or another administrator or supervisor. 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.

Texas A&M AgriLife Title IX Coordinator

Jennifer Hobbs, Chief Human Resources Officer / JMHobbs@ag.tamu.edu / (979) 845-7810

Texas A&M AgriLife Title IX Deputy Coordinator

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Dr. Darlene Locke, Assistant Professor & Extension Specialist / dlocke@ag.tamu.edu / (979) 845-1023

For individuals who would like to report confidentially:

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

Complaints may also be reported anonymously through the Risk, Fraud and Misconduct Hotline:

<https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html>

Reporting Criminal Incidents

If you are a victim of sexual assault or sexual violence or know someone who is a victim of a sexual assault or sexual violence, you should immediately contact the Texas A&M University Police Department at 979-845-2345 and then contact either the Title IX Coordinator or a Deputy Title IX Coordinator listed above. 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 and to protect victims and 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 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 be interviewed.

A decision will be rendered on whether the complaint is or is not substantiated and what sanctions will be imposed, if any. Both parties will be notified of action taken which affects the victim. 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 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, in addition to filing a complaint with any local, state, or federal civil rights office.

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