



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, gender identity or gender expression. Texas A&M AgriLife will promptly investigate all complaints of illegal discrimination, sexual harassment, and/or related retaliation in accordance with applicable federal and state laws.

Sexual Harassment Defined

Sexual harassment is a form of discrimination based on sex. 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 explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work or educational performance, or creates an intimidating or hostile work or educational environment. Dating violence, domestic violence, and stalking, when it is sex based, are also forms of sexual harassment. Sexual violence, which includes rape, sexual assault, sexual battery, and sexual coercion, constitutes sexual harassment, as does non-consensual sexual contact, non-consensual sexual intercourse, domestic violence, stalking and sexual exploitation.

Confidentiality and Reporting Discrimination Based on Sex and Sexual Harassment to include Sexual Violence

If possible, before an employee reveals information that he or she may wish to keep confidential, **inform them of your obligations to report** and who they should contact for confidential reporting. Only certain employees may keep reports of violations confidential: licensed health care personnel and licensed counselors. If an imminent harm situation is present, the counselor must take action to protect whoever is at risk. An employee may contact a counselor at Deer Oaks EAP Services at 1-888-993-7650, available 24 hours a day, 365 days a year.

Persons gathering information, seeking guidance, or filing a complaint may be concerned about the confidentiality of the information they are sharing. 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 take action 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.

Title IX: Sex Discrimination and Harassment

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 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).

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) 845-2423
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
Edna Taylor, **Program Coordinator II** / etaylor@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/volunteer/protecting-our-youth/>

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) 845-2423

Federal Agencies: Inquiries or complaints about discrimination also may be directed to the U.S. Equal Employment Opportunity Commission (1-800-669-4000) or to the U.S. Department of Education Office for Civil Rights (**1-800-421-3481**).

Texas A&M System Hotline: Risk, Fraud, & Misconduct Hotline at 1-888-501-3850

System Policies and Agency Rules

08.01 Civil Rights Protections and Compliance

08.01.01 Civil Rights Compliance

08.01.01.A0.01 Civil Rights Compliance – Texas A&M AgriLife Research

08.01.01.X0.01 Civil Rights Compliance – Texas A&M AgriLife Extension Service

08.01.01.V0.01 Civil Rights Compliance – Texas A&M Veterinary Medical Diagnostic Laboratory

10.10 Civil Rights Compliance – Texas A&M Forest Service