Notice of Nondiscrimination and Abuse

The Texas A&M University Health Science Center (TAMHSC) provides equal opportunity to all employees, students, applicants for employment or admission, and the public regardless of race, color, religion, sex, national origin, disability, age, genetic information, veteran status, or gender identity. TAMHSC will promptly investigate all complaints of discrimination, sexual harassment, and related retaliation in accordance with applicable federal and state laws.

Reporting Responsibilities

Any employee who experiences, observes, or becomes aware of illegal discrimination, sexual harassment, and/or related retaliation must promptly report the incident(s). A student and third party should also promptly report the incident(s).

Only certain employees may keep reports of violations confidential: licensed health care personnel and licensed counselors when acting in this capacity as part of their official employment. All other employees informed of possible illegal discrimination, sexual harassment, and related retaliation should advise the reporter that they cannot keep the information confidential and are required to report it. The employees should inform the reporter where confidential guidance can be obtained.

Where to Report an Incident

Designated Officials:
Students, faculty, staff, third parties, and applicants for employment or admission should report incident(s) to the appropriate Designated Official below who handles alleged violations committed by students, faculty, staff, and third parties.

<table>
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<tr>
<th>If the alleged offender is a:</th>
<th>STUDENT</th>
<th>FACULTY MEMBER</th>
<th>STAFF or THIRD PARTY</th>
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| Then the official contact is: | Dr. Vernon Tesh  
Associate Vice President for Academic Affairs, TAMHSC  
8441 State Highway 47  
Clinical Building 1, Suite 3100, Bryan, TX 77807  
tesh@medicine.tamhsc.edu or  
979-436-0357 | Dr. Vernon Tesh  
Associate Vice President for Academic Affairs, TAMHSC  
8441 State Highway 47  
Clinical Building 1, Suite 3100, Bryan, TX 77807  
tesh@medicine.tamhsc.edu or  
979-436-0357 | James E. Nachlinger  
Executive Director, Payroll & HR Services  
750 Agronomy Road, Suite 1201, College Station, TX 77843-1201  
hr@tamhsc.edu or  
979-845-4807 |

The Title IX Coordinator:
For reporting incidents or making inquiries regarding discrimination based on sex, you also may contact Lori Williams, TAMU Title IX Coordinator at (979-845-0977 or TitleIX.Coordinator@tamu.edu). The office address is 750 Agronomy Road Suite 2101, College Station, TX 77843. See the Title IX Website http://urc.tamu.edu/title-ix

The Section 504 and ADA Coordinator:
For reporting incidents or making inquiries regarding discrimination based on disability, you also may contact Peggy Zapalac, TAMU ADA Coordinator at (979-845-0977 or ADA.Coordinator@tamu.edu). The office address is 750 Agronomy Road Suite 2101, College Station, TX 77843.

Supervisors:
Employees may also report incidents to their supervisor.

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 (214-661-9600).

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

Sexual Harassment
Sexual harassment is a form of sex discrimination. 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. Sexual harassment includes sexual violence, sexual assault, non-consensual sexual contact, sexual exploitation, and sex-based dating violence, domestic violence, and stalking.

Reporting Abuse or Neglect
State law requires all persons having cause to believe that a child’s physical or mental health or welfare has been adversely affected by abuse or neglect to immediately make a report (even if the belief is premised upon incomplete or dated information) to: any local or state law enforcement agency; the Department of Family and Protective Services (DFPS); the state agency that operates, licenses, certifies, or registers the facility in which the alleged abuse or neglect occurred; or the agency designated by the court to be responsible for the protection of children. Further, all persons having cause to believe that an individual 65 years or older or a disabled person 18 years of age or older is in the state of abuse, neglect, or exploitation are required to notify the DFPS.

To report abuse or neglect to DFPS contact:
The Texas Abuse Hotline at 1-800-252-5400 or http://www.dfps.state.tx.us/Contact_Us/report_abuse.asp

For emergencies:
Call 9-1-1 or local law enforcement:
- University Police Department (979-845-2345)
- College Station Police Department (979-764-3600)
- TAMU Corpus Christi University PD (361-825-4444)
- TAMU Kingsville University Police (361-593-2611)
- Houston Police Department (713-884-3131)
- McAllen Police Department (956-681-2000)
- Round Rock Police Department (512-218-5500)
- Bryan Police Department (979-209-5300)
- Brazos County Sheriff’s Office (979-361-4900)
- Corpus Christi Police Dept (361-886-2600)
- Kingsville Police Department (361-593-8880)
- Dallas Police Department (214-671-3901)
- Temple Police Department (254-298-5500)

Institutional Governance
- System Policy 08.01, Civil Rights Protections and Compliance
- System Regulation 08.01.01, Civil Rights Compliance
- University Rule 08.01.01.M1, Civil Rights Compliance
- University SAP 08.01.01.M1.01, Investigation and Resolution of Complaints Against Non-Faculty Employees and Unrelated Third Parties for Illegal Discrimination, Sexual Harassment, or Related Retaliation Charges
- Student Rule Sect. 24, Student Conduct Code
- Student Rule Sect. 26, Student Conduct Proceedings
- Student Rule Sect. 31, Racial and Ethnic Harassment
- Student Rule Sect. 45, Discrimination and Discrimination Appeals
- Student Rule Sect. 46, Disability Accommodations in Academic Programs
- Student Rule Sect. 47, Investigation and Resolution of Complaints Against Texas A&M Students for Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking and Related Retaliation (SSDDSR)
- Student Rule 10, Sect. 10.5, Grading (pregnancy)
- Student Rule 7, Sect. 7.110, Attendance (pregnancy)
- Faculty Handbook - Office of the Dean of Faculties: Discrimination and Bias reporting, EEO and Affirmative Action Statement, and Sexual Harassment Policies