



TEXAS A&M UNIVERSITY- SAN ANTONIO

Notice of Nondiscrimination and Abuse

Texas A&M University-San Antonio provides equal opportunity to all employees, students, applicants for employment or admission, and the public regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity and gender expression. Texas A&M University-San Antonio will promptly investigate all complaints of discrimination, sexual harassment, and related retaliation based on a protected category.

Reporting Responsibilities

Any employee who experiences, observes, or becomes aware of 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 alleged violations confidential: licensed health care personnel, licensed counselors and the victim advocate when acting in this capacity as a part of their official employment. All other employees 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 as indicated below. To the extent possible, the university will protect the privacy of parties to the report within the context of the university's duty to provide a safe and nondiscriminatory work and educational environment.

Confidential Reporting Option

For confidential reporting, a student can contact a licensed counselor in the Student Counseling & Wellness Center at (210) 784-1331. A staff or faculty member can contact a licensed counselor in the Employee Assistance Program at (866) 301-9623 or TTY (800) 697-0353.

Where to Report an Incident

Designated Officials:

Students, faculty, staff, third parties, and applicants for employment or student admission should report incident(s) to the appropriate Designated Official below who handles alleged violations committed by students, faculty, staff, and third parties. Reports, including anonymous ones, may be made on the campus webpage: <https://bit.ly/tamusatitleix>.

If the alleged offender is a:	STUDENT	FACULTY, STAFF or THIRD PARTY
Then the official contact is:	Dr. Joni Baker Civil Rights Officer and Title IX Coordinator Texas A&M-San Antonio Central Academic Bldg. 439 One University Way San Antonio, TX 78224 (210) 784-2061	Martha O. Gonzalez Chief Human Resources Officer Texas A&M-San Antonio Central Academic Bldg. Ste. 439 One University Way San Antonio, TX 78224 (210) 784-2059
EMERGENCIES: Call University Police at 210-784-1911 or 911 from any on-campus phone.		

• **Campus Title IX Coordinator:**

For reporting incidents or making inquiries regarding discrimination based on sex, including sexual harassment, you also may contact the A&M-San Antonio Title IX Coordinator at (210) 784-2061 or titleix@tamusa.edu.

• **Section 504 & ADA Coordinators:**

For reporting incidents or making inquiries regarding discrimination based on disability, students may contact Kimele Carter, Director, Disabilities Support Services at (210) 784-1335; employees may contact Martha O. Gonzalez, Chief Human Resources Officer at (210) 784-2059.

• **Supervisors:**

Employees may also report incidents to their supervisor, but are not required to do so. Supervisors are required to promptly inform the officials indicated above of such reports.

• **Federal Agencies:**

Inquiries or complaints about discrimination also may be directed to the U.S. Equal Employment Opportunity Commission (800) 669-4000 or to the U.S. Department of Education Office for Civil Rights (214) 661-9600.

- **Texas A&M System Hotline:**

Identifiable or anonymous complaints may also be reported via the Risk, Fraud & Misconduct Hotline at (888) 5013850; <https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html>.



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Sexual Harassment

Sexual harassment is a form of sex discrimination. Sexual harassment is unwelcome conduct on the basis of sex (of a sexual nature or otherwise): (1) when committed by an employee of the university who conditions the provision of an aid, benefit, or service of the university on an individual's participation in that unwelcome sexual conduct; and/or (2) when it is determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the university's education program or activity. Sexual harassment includes sexual assault and dating violence, domestic violence, and stalking based on sex. .

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 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:*

Texas Abuse Hotline at (800) 252-5400 or <https://www.txabusehotline.org/Login/Default.aspx>.

- *For emergencies:*

Call 9-1-1 or local law enforcement (for fastest response time while on campus dial UPD #'s):

University Police Department - (210) 784-1911 from non-campus phone or 9-1-1 from any campus phone **San Antonio Police Department** – 9-1-1 from non-campus phone

Institutional Governance

- *Texas A&M University System Policy 08.01, Civil Rights Protections and Compliance - <http://policies.tamus.edu/08-01.pdf>*
- *Texas A&M University System Regulation 08.01.01, Civil Rights Compliance - <http://policies.tamus.edu/08-01-01.pdf>*
- *Texas A&M-San Antonio Rule 08.01.01.01, Civil Rights Protections and Compliance – <https://www.tamusa.edu/businessaffairs/compliance/pdfs/08-civil-rights-protections-and-compliance/08-01-01-01civil-rights-protection-program.pdf>*