

UNIVERSITY RULE

08.01.01.M1 **Civil Rights Compliance**

Approved February 29, 2012

Next scheduled review: February 29, 2017

Rule Statement

Texas A&M University will provide equal opportunity to all employees, students, applicants for employment, and the public regardless of race, color, religion, sex, national origin, disability, age, genetic information, veteran status, or any other legally protected status.

Reason for Rule

This rule designates the Official Contacts for the receipt, investigation, and resolution of discrimination, sexual harassment, or related retaliation complaints as required by System Regulation 08.01.01 Sections 1.1 and 1.2.

Rule and Responsibilities

1. FILING A COMPLAINT OF DISCRIMINATION, SEXUAL HARASSMENT, OR RELATED RETALIATION

1.1 **Complaints:** Discrimination, sexual harassment, or related retaliation complaint procedures are initiated by filing a complaint with an Official Contact of Texas A&M University in accordance with Section 4.1 of System Regulation 08.01.01 Civil Rights Compliance. The complaint must be sent or delivered to an Official Contact of Texas A&M listed below:

1.1.1 **Students:** A complaint against a student shall be directed to the Offices of the Dean of Student Life or designee, who will appoint an investigating authority.

1.1.1.1 Student Employees are considered students for the purpose of these procedures. If the complaint alleges job-related discrimination, the Offices of the Dean of Student Life will promptly notify Human Resources, Policy & Practice Review.

- 1.1.1.2 Graduate Assistants-Teaching and persons holding a post-doctoral appointment will be considered faculty for the purpose of these procedures.
- 1.1.1.3 Graduate Assistants-Non-Teaching and persons holding post-doctoral non-teaching appointments are considered non-faculty employees for the purpose of these procedures.
- 1.1.2 **Non-faculty Employee**: A complaint filed against a non-faculty employee shall be directed to Human Resources, Policy & Practice Review, who will appoint an investigating authority.
- 1.1.3 **Faculty**: A complaint filed against a faculty member shall be directed to the Office of the Dean of Faculties and Associate Provost, who will appoint an investigating authority.
- 1.1.4 **Unrelated Third Party**: Unrelated third party refers to an individual who is not a student or university employee. A complaint filed against an unrelated third party regarding that party's actions on campus or at a university-sponsored activity shall be directed to Human Resources, Policy & Practice Review, who will appoint an investigating authority.
- 1.2 Following the receipt of a complaint as provided in section 1.1, the Official Contact will promptly notify the University's Title IX Coordinator if the complaint alleges sexual harassment or another form of sex discrimination.

Related Statutes, Regulations, or Rules

[System Policy 08.01 Civil Rights Protections and Compliance](#)

[System Regulation 08.01.01 Civil Rights Compliance](#)

[System Regulation 32.02.02 Discipline and Dismissal of Nonfaculty Employees](#)

[System Regulation 32.01.02 Complaint and Appeal Process for Nonfaculty Employees](#)

[System Regulation 32.01.01 Complaint and Appeal Procedure for Faculty Members](#)

[University Rule 12.99.99.M2 Faculty Grievances Procedure Not Concerning Questions of Tenure, Dismissal, or Constitutional Rights](#)

[Student Rules, Part III: Student Grievance Procedures, Sections 45 and 47](#)

Contact Office

Those requiring more information on this rule and related matters should contact Policy & Practice Review at (979) 862-3331, or by email at hrpolicy@tamu.edu.

OFFICE OF RESPONSIBILITY: Policy & Practice Review