



Notice of Nondiscrimination and Abuse

Texas A&M University at Galveston 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, or gender identity. Texas A&M University at Galveston will promptly investigate all complaints of illegal 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.

Confidential Reporting Option

For confidential reporting, a student can contact a licensed counselor in the Office of Student Counseling by visiting the Seibel Student Services Center (Building #3030), Suite #104; calling (409) 740-4736; or contacting one of the individuals listed below directly. A staff or faculty member can contact a licensed counselor in the Employee Assistance Program at (888) 993-7650. 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.

- Mr. Ken Bailey, MA, Director of Counseling and Career Services, (409) 740-4725, baileyk@tamug.edu
- Ms. Daisey McCloud, Associate Director of Counseling and Career Services, (409) 740-4537, mccloudd@tamug.edu

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.

If the alleged offender is a:	Student	Faculty	Staff or Third Party
Then the official contact is:	Dr. Todd Sutherland Assistant VP of Student Affairs Texas A&M University at Galveston Seibel Student Services Center #101G Galveston, TX 77553 TitleIXStudents@tamug.edu (409) 740-4598	Dr. Blanca Lupiani Executive Associate Dean of Faculties Texas A&M University 108 YMCA Building College Station, TX 77843 Dof@tamu.edu (979) 845-4274	Mr. Jeff Boyer Executive Director of HR & Title IX Campus Coordinator Texas A&M University at Galveston Powell Marine Engineering Complex #123 Galveston, TX 77553 TitleIXCoordinator@tamug.edu (409) 740-4503

- Texas A&M University (Main Campus) Title IX Coordinator:

For reporting incidents or making inquiries regarding discrimination based on sex, you also may contact Margaret B. Zapalac, 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 TAMU Title IX Website <http://urc.tamu.edu/title-ix/>.

- *Texas A&M University at Galveston Title IX Campus Coordinator:*

For reporting incidents or making inquiries regarding discrimination based on sex, you also may contact Jeff Boyer, TAMUG Title IX Campus Coordinator at (409) 740-4503 or TitleIXCoordinator@tamug.edu. The office address is 200 Seawolf Parkway, Powell Marine Engineering Complex (Building #3027), Suite 123, Galveston, TX 77554. See the TAMUG Title IX Website <http://www.tamug.edu/hrd/Title%20IX.html>.

- *The Section 504 and ADA Coordinator:*

For reporting incidents or making inquiries regarding discrimination based on disability, you also may contact Jeff Boyer, TAMUG ADA Coordinator at (409) 740-4503 or boyerj@tamug.edu. The office address is 200 Seawolf Parkway, Powell Marine Engineering Complex (Building #3027) Suite 123, Galveston, TX 77554.

- *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 at (800) 669-4000 or to the U.S. Department of Education Office for Civil Rights at (214) 661-9600.

- *Texas A&M System Hotline:*

The Risk, Fraud & Misconduct Hotline at (888) 501-3850 or <https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html>

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 (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:

Texas A&M University at Galveston Police Department (409) 740-4545
Galveston Police Department (409) 765-3702
Galveston County Sheriff's Office (409) 766-2300

Institutional Governance

Student Rule 7 – Attendance (Section 7.1.10, pregnancy)
Student Rule 10 – Grading (Section 10.5, pregnancy)
Student Rule 24 - Student Conduct Code
Appendix XII - Sexual Violence Protocol
Student Rule 25 – Student Conduct Code Procedures
Student Rule 26 - Student Conduct Proceedings
Student Rule 31 - Racial and Ethnic Harassment
Student Rule 45 - Discrimination and Discrimination Appeals
Student Rule 46 - Disability Accommodations in Academic Programs
Student Rule 47 - Sexual Harassment and Related Retaliation
Faculty Handbook - Office of the Dean of Faculties and Associate Provost: Discrimination and Bias reporting, EEO and Affirmative Action Statement, and Sexual Harassment Policies
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 Standard Administration Procedure 08.01.01.G1.01 - Investigation and Resolution of Complaints Against Non-Faculty Employees and Unrelated Third Parties for Illegal Discrimination, Sexual Harassment, or Related Retaliation Charges
University Standard Administrative Procedure 08.01.01.M1.02 - Investigation and Resolution of Complaints Against Faculty Members for Illegal Discrimination, Sexual Harassment, or Related Retaliation Charges
System Regulation 24.01.06 - Programs for Minors