TEXAS A&M-FORT WORTH CAMPUS
2026 Annual Security Report

In compliance with the Jeanne Clery Campus Safety Act
(20 USC § 1092(f), 34 CFR 668.46)
Information for 2026-2027 Academic Year
Contains Crimes Statistics for Calendar Years 2025, 2024, and 2023

This Annual Security Report is available at the following Texas A&M University Division of Risk, Ethics, and Compliance (DREC) website.
https://orec.tamu.edu/wp-content/uploads/FWAnnualSecurityReport.pdf.

Email mas-clery@tamu.edu for assistance if any link does not function.

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Texas A&M University, Texas A&M-Fort Worth Campus

Preparation of the Annual Security Report and Disclosure of Crime Statistics

Enacted in 1990, The Crime Awareness and Campus Security Act was designed to assist the campus community in making decisions which affect their personal safety by requiring institutions of higher education to provide certain campus security information to current and prospective students and employees annually. The Higher Education Act of 1998 and the subsequent amendments of the implementing regulations (34 C.F.R.668.46) significantly expanded institutions' obligations under the Act. The Act was also renamed the "Jeanne Clery Campus Safety Act" (hereafter the Clery Act).

The Texas A&M University Police Department (UPD) and the Division of Risk, Ethics, and Compliance (DREC) are responsible for preparing and distributing the Annual Security Report to comply with the Clery Act. The Annual Security Report is published every year by October 1st and contains three years of selected campus crime statistics and certain campus security policy statements for the 2026 – 2027 academic year in accordance with the Clery Act. This 2026 Annual Security Report contains crime statistics for calendar years 2025, 2024, and 2023. The full text of this report can be located on the School of Law's website at https://www.law.tamu.edu/disclosures/annual-security-report.html.

Texas A&M University provides degree granting programs at a downtown Fort Worth campus from the following colleges/schools: Texas A&M University School of Law, College of Engineering, College of Visualization and Fine Arts, Mays School of Business, and College of Pharmacy. In addition, the same campus facilities include Tarleton State University degree granting programs, Texas A&M Corpus Christi research, and other Texas A&M University System (TAMUS) state agency activities. The facilities are owned by the Texas TAMUS. The programs and campus facilities are collectively called Texas A&M-Fort Worth and are considered controlled by each institution for purposes of the Clery Act.

Policy statements in this Texas A&M University, Texas A&M-Fort Worth Campus (TAM-FW) Annual Security Report are relevant to Texas A&M University students, faculty, and staff located at TAM-FW and reflect the same policies, practices, and services that are applicable to Texas A&M University unless otherwise stated. Other students and employees that are not enrolled in or employed by Texas A&M University may have differing policies, practices, and services provided by other entities that are not required to be disclosed in this Annual Security Report.

Personnel in UPD, TAMUS, and DREC compose the Annual Security Report and statistical information with input from various sources such as local law enforcement agencies (City of Fort Worth Police Department), Student Affairs, and other campus personnel including the administration at the Texas A&M University School of Law and Tarleton State University.

Annual Security Report Notifications

Each year, an e-mail notification which provides website access to the Annual Security Report is sent to all current students, faculty, and staff. Upon request, prospective students and employees may obtain a written paper copy of the report from the TAM-FW Campus Facilities Operations Assistant Director's office at 300 E. 15th Street, Fort Worth, Texas 76102 or by emailing mpellegrino@tamus.edu. The report is found at the following website: https://www.law.tamu.edu/disclosures/annual-security-report.html.

Prospective employees are notified of the availability of the Annual Security Report through an email distributed when applying for a position. Website access to the Annual Security Report is provided by the Division of Human Resources and Organizational Effectiveness on the Search for Jobs webpage (https://tamus.wd1.myworkdayjobs.com/TAMU_External) through a link called Safety and Security Notices under the About Us, Useful Links section and on the Required Employee Notices & Important Reminders webpage (https://employees.tamu.edu/required-notices.html) through a link under the "Safety and Security Notices" heading.

Prospective students are notified of the availability of the Annual Security Report through an email distributed when applying for admission. Website access to the Annual Security Report is provided by the Texas A&M University Office of Admissions through a link titled "Campus Safety Reports" located at the bottom of the How to Apply webpage (https://www.tamu.edu/admissions/how-to-apply/index.html).

Campus Law Enforcement Policies

Police Department Overview

In accordance with an intrasystem cooperative contract with TAMUS, the Texas A&M University Police Department (UPD) provides security services for the TAM-FW campus and oversees standards for the hiring, training, and operations of the security personnel. UPD security officers are responsible for being aware of the campus and surroundings through monitoring of building access and security systems, providing security escorts and routine patrols, identifying safety hazards, and reporting crimes of suspicious activity to law enforcement. The TAMUS also engages the City of Fort Worth Police Department to provide contracted sworn police officers at the TAM-FW campus.

The contracted police are on duty at the TAM-FW campus utilizing three shifts. These police officers exercise primary responsibility for all law enforcement functions at the campus. The officers are on duty at various TAM-FW facilities including the front entrance of the TAM-FW Law & Education Bldg. The security officers work closely with the on-site police by assisting in patrolling campus properties and immediate surrounding areas such as parking lots and the exterior of parking garages as well as staffing fixed posts at some facilities.

Jurisdiction

Victims and witnesses are strongly encouraged to immediately report crimes to TAM-FW on-site police. All criminal incidents are referred to the City of Fort Worth Police Department, in coordination with the TAM-FW on-site police, which has city-wide police jurisdiction including the TAM-FW campus and the power to arrest. Prompt reporting will ensure timely warning notices on-campus and timely disclosure of crime statistics. The patrol jurisdiction for UPD security is limited to TAM-FW buildings and property.

Arrest Authority

The City of Fort Worth Police Department officers including the police officers assigned to the TAM-FW campus have authority to detain and arrest. The UPD campus security officers are unarmed and do not have authority to detain or make arrests but have the authority to patrol the TAM-FW campus including parking lots to monitor parking spaces and their authorized use.

Enforcement Authority

UPD security at TAM-FW are not sworn officers and do not have enforcement authority. Police officers on-site at TAM-FW are sworn officers with enforcement authority to detain, arrest, conduct searches, and use force in accordance with law and training requirements. Criminal matters are referred to the City of Fort Worth Police Department, the law enforcement agency with enforcement authority for investigation and adjudication. Criminal matters involving university students or employees may also be referred to Student Affairs or Human Resources for disciplinary action.

Working Relationships and Agreements

The City of Fort Worth Police Department authorizes off-duty officer employment at the TAM-FW campus. However, the working relationship is not maintained through a written mutual aid agreement between the agency and the institution for the investigation of alleged criminal offenses.

UPD security at TAM-FW maintains excellent working relationships with all local area law enforcement agencies including the City of Fort Worth Police Department and on-site officers from the City of Fort Worth Police Department. UPD security and the City of Fort Worth Police Department maintain working relationships with state and federal agencies on an as needed basis.

A request is distributed to local law enforcement agencies annually to solicit cooperation in informing the institution about crimes. The request is specific to informing UPD about situations reported to the given local law enforcement agency that may warrant an emergency response or timely warning notification. In addition, on-site contract police officers will be provided training on reporting of crimes to the institution to fulfill required Clery Act disclosures and facilitate timely warnings and emergency notifications.

Monitoring Non-Campus Locations

TAM-FW locally sponsors various student organizations officially recognized by Texas A&M University. TAM-FW does not operate non-campus housing or non-campus student organization facilities. Institutional sponsored travel by students (individually or as part of a student organizations officially recognized by Texas A&M University) may result in the location meeting the criteria for Clery non-campus property. TAM-FW UPD security and police officers at the campus do not provide security service/law enforcement or monitor or record criminal activity at these non-campus locations. The local law enforcement agency with jurisdiction at the location records and monitors criminal activity at the non-campus property and responds when police services are requested.

Professional Standards

Providing excellent service and maintaining good relationships within the community is vital to achieving the overall mission of keeping the campus safe and secure. All members of the campus community can expect to be treated in a courteous and professional manner by members of the campus community. TAM-FW will not tolerate an employee who acts unprofessionally or does not provide an appropriate level of service.

The quality of service is dependent, in part, on feedback from the community. Please help the department improve by bringing complaints and compliments to the attention of any of the following individuals in a timely manner:

- TAM-FW Director of Facilities Administration, 817-508-6646 or
- UPD Chief of Police, TAMU 1231, College Station, Texas 77843-1231, 979-845-2345

Campus Law Enforcement Telephone Directory

Emergencies-Police/Fire/Medical	911 (on or off campus)	TAM-FW UPD Security	817-212-3999
Tarrant County Sheriff's Department	817-884-3099	City of Fort Worth Police assigned to TAM-FW campus	817-392-4780
Texas A&M University Police Department	979-845-2345	City of Fort Worth Police Department NPOs	817-692-3152 817-944-6152

Reporting Crimes

Incident Reporting and Response

The safety of our students, faculty, staff, and visitors is a top priority at TAM-FW. Community members, students, faculty, staff, and guests are also encouraged to report inappropriate behavior, all crimes, and public safety related incidents in a timely manner to City of Fort Worth police officers assigned to the TAM-FW campus through the City of Fort Worth Police Department Central Division by calling their non-emergency phone number at 817-392-4780. In the event of an emergency always contact the City of Fort Worth Police Department by calling 911. Response time is based on current activity and severity of the call. Crimes in progress, alarms, traffic accidents with injuries, and medical assists have a higher priority than other types of calls. For non-campus offenses, prompt reporting to the proper local law enforcement agency is encouraged.

UPD security should only be contacted for non-emergencies by calling 817-212-3999 or visiting a TAM-FW campus security desk. Security officers observe suspicious activity in parking lots, buildings, or any property directly surrounding the TAM-FW facilities and refer to on-site police officers or local law enforcement as necessary. Campus security is expected to respond to reports immediately and appropriately including attending to the needs of the victim and securing the scene and, as situations warrant, contacting local law enforcement, the fire department, or emergency personnel to respond to the incident. A security officer escort between the parking lots/garages and the main TAM-FW campus buildings may be requested by calling the guard station at 817-212-3999 (3999 on a campus phone).

Reporting Criminal Offenses to University Officials: Campus Security Authorities

In addition to reporting to campus police/security or calling 911, as an option, criminal offenses of which students and employees become aware may also be reported to the following Texas A&M University personnel :

Most offices are located in the Law School Building at 1515 Commerce St., Fort Worth, TX

Title	Phone	Location
Campus Facilities Operations Assistant Director, Matt Pellegrino, mpellegrino@tamus.edu	817-674-5009	Law & Education Bldg., Office 105
School of Law Dean, Robert Ahdieh, dean@law.tamu.edu	817-212-3838	Law & Education Bldg., Suite 415
Assistant Dean for Student Affairs, Terence Cook, tcook@tamu.edu	817-212-4045	Office 247
Assistant Dean of Business Services, Viviene Crooks, vcrooks@law.tamu.edu	817-212-4082	Office 228
Associate Dean for Academic Affairs, Terri Helge, thelge@law.tamu.edu	817-212-3942	Office 243

All offices are located at the main campus in College Station, TX

Title	Phone	Location
Faculty Affairs Office, facultyaffairs@tamu.edu	979-845-4274	Jack K. Williams Administration Building, Suite 112
Human Resources Employee Relations, employee-relations@tamu.edu	979-862-4027	General Services Complex, Suite 1201
Associate Vice President and Title IX Coordinator, civilrights@tamu.edu	979-458-8407	Coke Building, Suite 202
Vice President and Chief Compliance Officer, civilrights@tamu.edu	979-458-8191	Coke Building, Suite 202

Crime reports provided to these and other campus security authorities are used by the school to fulfill its responsibility to annually disclose accurate crime statistics and to issue or facilitate the issuance of timely warnings or emergency notifications. Campus security authority crime reports should include sufficient detail such as dates and locations, and where appropriate, personally identifying information, including name and contact information, if available.

Students, faculty, staff, community members, and guests are encouraged to report all crimes and public safety related incidents to the City of Fort Worth Police Department in an accurate and prompt manner when the victim of such crimes elects or is unable to make such a report. A victim's inability to make a report themselves may result from trauma, injury, distance from campus, etc. UPD security and the university officials listed above will assist individuals reporting in notifying the proper law enforcement authorities if the individual chooses. It is the goal of the institution to provide assistance wherever the report is made and include Clery countable crimes in the annual security report.

Although exempt from the reporting requirements of the Clery Act, professionally licensed mental health counselors are encouraged, if and when they deem appropriate, to refer persons they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual statistics and crime log, especially if the incident may pose an ongoing threat to the campus community. Each year, counselors are provided a written reminder to review reporting options with student clients. Contracted counseling personnel available to employees are not provided the written reminder as they are referred using a network of local providers. The TAM-FW campus has no pastoral counselors who are exempt from reporting requirements under the Clery Act.

Confidential and Anonymous Reporting of Crimes

TAM-FW administration and UPD security encourage anyone who is the victim or witness to any crime to promptly report the incident to them or to local law enforcement. An individual who is involved in or witnesses an active or ongoing emergency should dial 911 and report the emergency immediately. Faculty, staff, and students may anonymously report criminal or unethical behavior through the City of Fort Worth Police Department Crime Stoppers at 817-469-TIPS (8477) or online at https://469tips.com. Also, victims of certain offenses are eligible for a pseudonym in which the victim's identity will not be released when reporting to law enforcement.

Concerning behavior, including crimes, can be reported anonymously to the Texas A&M University Special Situations Team via Tell Somebody by texting 979-269-8268 or by emailing tellsomebody@tamu.realresponse.com. More information and the non-anonymous Tell Somebody online reporting form can be found at https://tellsomebody.tamu.edu/. Reports submitted anonymously or with

limited information may restrict the team's ability to follow up on the incident, however, the anonymous reporting option allows for two-way communication between the individual submitting the report and the team.

While confidentiality cannot be guaranteed by the institution, incident reports will be kept private to as great a degree as legally possible. Voluntary, confidential reports for purposes of inclusion in the annual disclosure of crime statistics and crime log can generally be made by victims, witnesses, and others to the campus security authorities listed above and all other campus security authorities. Annual crime statistics and the crime log are confidential in that personally identifiable information is not included in the disclosure. However, campus security authorities who are Texas A&M University employees are mandatory reporters who must report all known information about an alleged or suspected incident of discrimination, harassment, retaliation, or complicity that is experienced by, observed by or made known to the employee in the course and scope of their employment as soon as possible. These mandatory reports are required to be made to the Associate Vice President and Title IX Coordinator. Exceptions include confidential reporters described in the next paragraph. See the Sexual Assault, Dating Violence, Domestic Violence, and Stalking section of this report for more information.

At TAM-FW, the following are considered confidential reporters. The TELUS Health Student Support App (1-866-743-7732) provides confidential real-time virtual counseling 24/7 to all Texas A&M University students. GuidanceResources by ComPsych (1-866-301-9623) – confidential mental health counseling is for Texas A&M University employees and the employee's benefits-eligible dependents. Additional contacts for students at the School of Law include: embedded professional counselor (817-212-4115) - confidential mental health counseling services for Fort Worth in-residence School of Law students.

Timely Warning Policy

The circumstances in which a Timely Warning (Crime Alert) will be generated include, but are not limited to, the receipt of a report to TAM-FW UPD security, on-site contracted police, or other campus security authority of a crime reportable under the Clery Act, that poses a serious or continuing threat to the campus community. The UPD Chief of Police (or university official designated by the Chief of Police) or UPD Assistant Chief(s) of Police is then responsible for determining if a Crime Alert will be issued. Crimes that may warrant a Crime Alert include, but are not limited to, arson, murder/non-negligent manslaughter, robbery, aggravated assault, sex offenses, or other crimes as determined necessary by the UPD Chief of Police (or university official designated by the Chief of Police) or UPD Assistant Chief(s) of Police. The determination will be made on a case-by-case basis after due consideration of all available facts of the crime, such as the nature of the crime and whether a continuing danger to the campus community exists. If UPD security, on-site contracted police, or other campus security authorities are not notified of a crime in a manner that would allow the department to provide timely notice a Crime Alert may not be issued, depending on the circumstances. All situations will be evaluated on a case-by-case basis.

UPD is responsible for the writing and issuance of Crime Alerts. Personnel authorized to write and/or issue (send) a Crime Alert are: UPD Chief of Police (or university official designated by the Chief of Police), UPD Assistant Chief(s) of Police, UPD Public Information Officer(s), UPD Clery Act Compliance Officers. Time permitting, UPD informs the on-site UPD security personnel, TAM-FW Director of Facilities Administration, or a designee, about the content and timing of the Crime Alert distribution upon determining a Crime Alert is warranted for the TAM-FW campus.

Students and employees should report criminal offenses immediately to on-site police assigned to the TAM-FW campus, by phone (817-392-4780) or in person at a TAM-FW security desk. UPD at the College Station campus may also be contacted by phone at 979-845-2345 or in person at 1111 Research Parkway, College

Station, TX 77843. UPD is the organization designated to receive reports of criminal offenses described in the law for the purposes of making Crime Alert reports and the annual statistics disclosed in this report.

Crime Alerts are issued through e-mail to TAM-FW students, faculty and staff in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences. Crime Alerts contain sufficient information about the nature of an identified threat to assist members of the campus community in taking appropriate action to protect themselves or their property. Crime Alerts generally include:

- A readily understandable description of the type of crime or occurrence.
- The general location, date and time of the offense.
- A physical description of the suspect(s), if available, when there is sufficient detail that would reasonably help identify a specific individual suspect or group of suspects.
- Possible connection to other incidents.
- Date and time the alert was issued.
- Suggested measures which members of the university community can take to help protect themselves.

It is important to note that in some cases law enforcement may need to withhold some facts if releasing the information would compromise an ongoing investigation or the identity of the victim. Victim names and other identifying information of victims are not included in Crime Alerts. An institution is not required to provide a crime alert with respect to crimes reported to a pastoral or professional counselor.

Emergency Response and Evacuation Policy

The procedures disclosed in this section apply to significant emergencies and dangerous situations occurring on the TAM-FW campus, i.e. on-campus property. The institution does not have separate procedures for non-campus property.

In the event of an emergency situation, immediately contact the City of Fort Worth Police Department by calling 911 and provide the nature of the incident, location, if medical assistance is needed, and a description of the person(s) involved. City of Fort Worth police officers assigned to the TAM-FW campus may be contacted at 817-392-4780.

Emergency Notification System

TAM-FW Alert is the emergency notification system for the TAM-FW campus community. This alert system enables communication of health and emergency information by some or all of the following mechanisms: text message, Texas A&M email, pop-up messages on equipped university-owned computers, certain campus digital signage, X (formerly known as Twitter), RSS feed, and a mobile app. Additional warning mechanisms outside the TAM-FW Alert system include local media communications, building fire alarms, bullhorn announcements, and fire alarm speaker/public announcement system. In all cases where notifications are issued, the TAM-FW campus receives the distribution, not portions or segments of the campus. Individuals receiving the emergency notification will also be advised with updated information, as needed, using the same method(s) as the original notification.

The TAM-FW Alert system is only used to provide official notification of critical emergencies (i.e., situations that pose an imminent threat to the community). It is the policy of the UPD and TAM-FW campus personnel to immediately notify the campus community via the TAM-FW Alert Emergency Notification System upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

TAM-FW has an Emergency Operations Plan in place that informs students and employees about threats to their health and safety. This plan includes investigating emergencies to determine validity through all available sources. According to the information available, a determination will be made regarding whether or not a significant emergency or dangerous situation exists involving an immediate threat to the health or safety of the campus community. If so, a TAM-FW Law Alert will be immediately issued.

The TAM-FW Alert emergency notification message does not replace the crime alert requirement. They differ in that the crime alert requirement applies to Clery reportable crimes, while the emergency notification system addresses a much wider range of threats (i.e., gas leaks, tornadoes, active shooter, etc.) If an emergency notification is issued, the institution is not required to issue a crime alert based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

The TAM-FW Local Emergency Coordination Team listed below oversee the issuance of emergency notifications to the TAM-FW campus community. Any member of the Local Emergency Coordination Team or a member's designee confirms whether a significant emergency or dangerous situation exists by evaluating the situation and information received from entities which may include, but are not limited to: building security, law enforcement, fire department, emergency medical services, Emergency Management, National Weather Service, Environmental Health and Safety, Fort Worth Emergency Management Office, FEMA, public health agencies, and other campus officials including personnel from the TAM-FW Campus. The Senior Emergency Administrator maintains authority of campus operations during emergencies. Confirmation must be reasonable.

TAM-FW Local Emergency Coordination Team Members
Associate Vice Chancellor and Director, TAM-FW (Senior Administrator)
Director of Facilities Administration, TAM-FW
Director of Operations, TAM-FW
Executive Director of Marketing and Communications, TAM-FW
Assistant Director of Campus Facilities Operations, TAM-FW
Emergency Manager
Environmental Health & Safety Specialist
Personnel designated by UPD

Once this determination has been made by one or more Local Emergency Coordination Team members, a TAM-FW Alert publisher will without delay and taking into account the safety of the community determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Victim names and other identifying information of victims are not included in emergency notifications.

Upon notification from an authorized Local Emergency Coordination Team member, a TAM-FW Alert publisher will activate the notification system. In circumstances where time is of the essence, any of the TAM-FW Alert publishers are authorized to make a final determination of a significant emergency or dangerous situation, compose a TAM-FW Alert, and send the TAM-FW Alert. An example of such an urgent message could include an alert issued for an active shooter. TAM-FW Alert publishers authorized to issue/send a TAM-FW Alert are:

- Primary on campus publishers – TAM-FW Campus Facilities Operations Assistant Director, Manager of Emergency Management,
- Secondary publisher – Associate Director of Emergency Management/Interim Executive Director of Emergency Management,

- Tertiary publishers - UPD Chief of Police, UPD Assistant Chief(s) of Police, UPD Dispatchers, or a designee[1].

Additionally, in rare cases, an emergency or dangerous situation may require issuance of a modified emergency notification, outside of the TAM-FW Alert emergency notification system, on behalf of the campus. These cases include emergencies that prevent the local campus from issuing the alert or if a centralized global message is determined to be necessary by the President of Texas A&M University.

TAM-FW conducts pre-scheduled monthly testing of the TAM-FW Alert emergency notification system during the fall and spring semesters. After each test, or actual alert, Texas A&M University Emergency Management and the Technology Services will analyze the functionality of each communication device within the notification system and provide and maintain a report with the results of the findings.

Registering for Emergency Notifications

The TAM-FW Alert emergency notification system allows anyone to register to receive text message alerts. Emergency alerts are automatically sent to school and business email addresses of students and employees known to be located at TAM-FW. The system also has the capacity to send the emergency notification message to multiple channels based on what channels are selected by the TAM-FW Alert publisher at the time the message is issued. Options include alerts on equipped computers, TAM-FW Alert mobile app, X (formerly known as Twitter) and RSS feeds. To register, visit: https://codemaroon.tamu.edu/LawAbout.aspx.

Public Access

Parents, family, and friends can receive emergency alerts by registering to receive text message alerts, installing the TAM-FW Alert mobile app, installing the computer popup client, or subscribing to TAM-FW Alert's RSS feed. The RSS feed can be accessed through email clients (Microsoft Outlook or Mozilla Thunderbird), various news readers (My Yahoo, Feedly and Flipboard), and internet browsers (Internet Explorer, Firefox, etc.).

Parents and other guests may register for text message alerts at the TAM-FW Alert vendor's subscriber portal. A personal email address and private password are required to create a guest account and register one phone number to receive SMS text message alerts. The registration portal can be found at: https://tamus-tamfw.safety.info/Subscribers/.

Anyone with a device that uses the Android or iOS operating systems can download the free TAM-FW Alert mobile app for receiving alerts on their device via push notifications. The app requires a connection to the internet to receive the alerts. The application is available for download on Google Play and Apple Store. https://codemaroon.tamu.edu/LawMobileAppNotification.aspx.

The public can also receive TAM-FW Alerts through X (formerly known as Twitter), however, delivery by X cannot be guaranteed since Texas A&M University does not manage this notification outlet. X users can follow TAMFWAlert to see alerts in your X feed and/or receive push alerts on a mobile device through the X mobile app. Once TAMFWAlert is followed, click the Bell Icon on the TAMFWAlert profile page to turn on push notifications for any mobile device with the X app installed.

Setup instructions for the TAM-FW Alert public access mechanisms described above can be found here: https://codemaroon.tamu.edu/LawPublicAccess.aspx.

[1] In the event of a system problem, certain trained individuals from Technology Services – Code Maroon Shared Service can be called upon to send a TAM-FW Alert.

Disseminating Information to the Larger Community

In the event that a crisis occurs on TAM-FW property, the TAMUS Office of Marketing and Communications will be notified as soon as possible. As chief spokesperson(s) for the campus, TAMUS Marketing and Communications staff will ultimately be responsible for providing strategic direction and implementing protocols as outlined in the emergency communications plan. TAMUS Marketing and Communications will work with the TAM-FW Executive Director of Marketing and Communications, UPD Public Information Officer the TAM-FW Associate Vice Chancellor and Director, and the Local Emergency Coordination Team to prepare and disseminate internal and external messages, distribute news releases, alert local media, respond to media inquiries, update the emergency website and the main university website banners with pertinent information, and share timely information as appropriate via digital channels such as social media. In addition, TAMUS Marketing and Communications is responsible for planning, scheduling, and providing logistical support for news conferences as well as coordinating communication efforts with relevant entities and organizations. In case of an emergency, TAM-FW campus personnel will utilize the emergency website (https://fort-worth.tamus.edu/emergency/) to provide current information pertaining to the incident.

Emergency Plan

In preparation for any emergencies, students and employees receive instructions and training appropriate to the nature of the emergency in accordance with the Emergency Operations Plan for the TAM-FW campus which can be found here: https://em.tamu.edu/emergency-plans/additional-locations-emergency-plans.html. The Emergency Operations Plan outlines how TAM-FW administration will respond to various emergencies affecting the campus, as well as how it will interface with local emergency responders and the Texas A&M University campus. The TAM-FW Local Emergency Coordination Team is responsible for plan oversight and coordination with applicable stakeholders. Depending on the nature of the emergency, students and employees receive instruction to evacuate the building, evacuate to the lowest level of the building, shelter-in-place, etc. according to the Emergency Operations Plan for TAM-FW. The plan includes emergency response and evacuation procedures that are tested and evaluated annually by the Local Emergency Coordination Team. The Local Emergency Coordination Team also serves as liaison to emergency responders and/or TAM-FW administration regarding, but not limited to, emergency needs, status reports, and communications. Any implementation of these emergency authorities should also be coordinated with the following Texas A&M University – Main Campus departments in accordance with the Texas A&M University Emergency Operations Plan, Attachment 2: Office of the Provost, Emergency Management, Office of the President, Division of Operations, Division of Marketing & Communications and other critical departments as appropriate.

Testing Emergency Response and Evacuation Procedures

The TAM-FW campus conducts announced and unannounced emergency training exercises each year. These may include training classes, tabletop exercises, and drills which are designed to assess and evaluate the emergency plans and response capabilities. As overseen by Texas A&M University Emergency Management, the Local Emergency Coordination Team is responsible for arranging and documenting testing to include a description of the exercise, date, time, whether announced or unannounced. The test documentation including an After Action Report / Improvement Plan is sent to test participants for feedback and is maintained by Texas A&M University Emergency Management. Emergency Management is also responsible for publicizing emergency response and evacuation procedures through an email each fall to TAM-FW campus community in conjunction with a test.

Texas A&M University Environmental Health and Safety, in cooperation with TAM-FW administrators for each occupied facility, oversee a building evacuation procedures for all occupied facilities on the TAM-FW campus. The Environmental Health and Safety groups work with each facility representative to maintain and

test building evacuation procedures annually for occupied facilities on campus through scheduled emergency evacuation drills.

Emergency Preparedness

Building Evacuation Procedures

An evacuation will occur when the fire alarm sounds and/or notification is given by appropriate personnel. All persons (students, employees and visitors) are to immediately vacate the building in as safe a manner as possible using the nearest exit. Elevators should not be used. Building/Floor Proctors have been assigned to aid in an evacuation when deployed by the TAM-FW Local Emergency Coordination Team. The Building/Floor Proctors will assist in directing evacuation of all areas of the building to specified evacuation sites far enough away from the building to ensure safety. All persons should follow orders given by law enforcement or security officers at the scene. Personnel shall not return to an evacuated building until instructed by the TAM-FW Local Emergency Coordination Team or other appropriate officials. Evacuation drills are conducted periodically for TAM-FW buildings.

Lockdown Procedures

In the event of a hazardous situation that may result in serious injury or death, the following procedures will be followed:

- Call 911 and provide the nature of the incident, location, if medical assistance is needed, and a description of the person(s) involved. DO NOT ASSUME A 911 CALL HAS ALREADY BEEN PLACED. The more calls received by 911, the better.
- Call TAM-FW on-site police at 817-392-4780. If in a hallway, enter nearest classroom or office.
- Close and lock doors, and barricade door from inside. Stay away from all windows and doors. Turn off all lights and remain totally quiet. Lie flat on the floor, preferably under desks, if gunshots are heard.
- Silence cell phone, including the vibration function, but do not turn off cell phones.
- No one should leave a secured room until an all-clear message is given by emergency responders or any member of the TAM-FW Local Emergency Coordination Team. If a person should leave the secured room before an all clear message is given by emergency responders, do not attempt to stop them.

If hazardous materials are involved:

- All hours call TAM-FW UPD security at 817-212-3999 (3999 from a campus phone).
- Confine affected area by closing doors or blocking access to spill.
- If spill has a noticeable odor/vapor, evacuate affected area immediately.

The Daily Crime Log

A daily crime log is recorded by UPD security or other trained personnel. This summary document identifies the nature of the crime, location of each alleged offense, the date and time(s) of occurrence, the date the crime was reported to TAM-FW campus police/security, and disposition. The printed copy of the Daily Crime Log may be viewed by the public free of charge during business hours and upon request from the TAM-FW Law School Bldg., 1515 Commerce St., Fort Worth, Texas 76102 or by calling 817-212-3999.

Security of and Access to Campus Facilities

General Provisions

The TAM-FW campus is open to students, parents, employees, contractors, guests and invitees.

It is unlawful for any person to trespass on the grounds of any state institution of higher education of this state or to damage or deface any of the buildings, statues, monuments, memorials, trees, shrubs, grasses, or flowers on the grounds of any state institutions of higher education as indicated in *Texas Education Code Section 51.204*. Texas Penal Code *Criminal Trespass Section 30.05* and *Criminal Mischief Section 28.03* are State statutes that are similar in nature and are also widely utilized to help support *Texas Education Code Section 51.204*.

The governing board of a state institution of higher education or its authorized representatives may refuse to allow persons having no legitimate business to enter on property under the board's control and may remove any person from the property on his or her refusal to leave peaceably on request. Identification may be required of any person on the property. (*Texas Education Code Section 51.209*)

Residence Halls

No on-campus housing or residence halls are provided at the TAM-FW campus.

Parking

The TAM-FW campus has a surface lot located next to the Law School Building and the Law & Education Building. City of Fort Worth police officers assigned to the TAM-FW campus and UPD security officers monitor the parking lot via foot patrol, patrol vehicle, or security cameras 24-hours a day, year round.

The TAM-FW campus has certain parking spaces available for use in two nearby parking garages. Parking is controlled via access card and exteriors monitored by City of Fort Worth police officers assigned to the TAM-FW campus and UPD security officers. Security officers also provide courtesy escorts upon request.

Academic and Administrative Buildings

Identification and security access cards are provided to students and employees at TAM-FW to access campus buildings. Front desk personnel ensure only authorized individuals access the main facilities. Persons who do not hold an identification and security access card must enter through the main entrances of the facilities. Visitors are required to provide legal picture identification before allowing entrance, state their business during their stay, and sign in. Front desk personnel provide a guest tag and notify the office or person to whom the visitor wishes to see. The TAM-FW campus security officers have full authority to check identification before giving a guest access to the facilities and to escort unauthorized persons off the property.

The TAM-FW Law School Building and the Law & Education Building are open access during certain business hours**.** Employees can access the buildings using their access cards 24 hours, year round. Late access for students requires prior approval through a workorder system. The School of Law library opening hours vary and public access is restricted to times when the library is staffed. Hours and public access to the buildings and library are subject to change due to holiday and exam schedules. Public patrons may call a front desk at 817-212-3999 for building and library hours.

Maintenance of Campus Facilities

The Facilities Operations department is responsible for maintaining campus facilities. This includes interior and exterior security lighting, monitoring equipment and other physical safety areas. Safety related issues may be reported by contacting UPD security at 817-212-3999 (3999 on campus phone) or Facilities Operations at 817-674-5009 (5009 on campus phone).

Alcoholic Beverages, Illegal Drugs, and Weapons

Education Programs

The university provides drug/alcohol counseling, treatment and rehabilitation programs for students and university employees. For more information, employees should review University Rule 34.02.01.M1, Substance Abuse Prevention, at https://rulesadmin.tamu.edu/rules/download/34.02.01.M1 and students should visit http://studentlife.tamu.edu/hp/.

Additionally, in accordance with the Drug-Free Schools and Communities Act, the university reviews its programs, services, and policies to prevent unlawful possession, use, or distribution of alcohol and illicit drugs. The results of the biennial review are published at https://orec.tamu.edu/wp-content/uploads/DFSCA-Report.pdf. Texas A&M University's Drug and Alcohol Abuse Prevention Program (DAAPP) documents for students and employees are distributed and published at the following webpages:

Students - https://orec.tamu.edu/daapp-students/

Employees - https://orec.tamu.edu/wp-content/uploads/DAAPP-Employees-TAMU-employees-includes-Texas-AM-Health.pdf

Alcohol Policy

The following alcohol policy applies to the TAM-FW campus.

All members of the campus community and guests are required to comply with federal and state laws regarding the possession, use, and service (including sales) of alcoholic beverages. Except as permitted or expressly authorized by state law, alcoholic beverages may not, in any circumstance, be used by, possessed by, or distributed to any person under 21 years of age.

The TAMUS strictly prohibits the unlawful manufacture, distribution, dispensation (including sales), possession, or use of alcohol on Texas A&M University System property, while on official duty, and/or as part of any Texas A&M University System activities (System Policy 34.02, Drug and Alcohol Abuse). Possession or consumption of alcoholic beverages on property under control of the Texas A&M University System is not permitted except in special use buildings and facilities that may be designated by the chief executive officer of the member, approved by the chancellor, and subsequently reported to the board on an annual basis (System Policy 34.03, Alcoholic Beverages).

A listing of locations under the TAMUS that are approved for possession or use of alcohol can be found at https://rules-saps.tamu.edu/wp-content/uploads/2020/08/Approved_Sites.pdf as authorized in University Standard Administrative Procedure (SAP) 34.03.99.M0.01, Alcoholic Beverages. A licensed contracted vendor must be used to serve (sell) alcohol at events, unless listed as an approved, non-restricted location.

The purchase, service (including sales), possession, and consumption of alcohol beverages in facilities under the control of the Texas A&M University System must in all respects comply with state law (System Policy 34.03, Alcoholic Beverages). Texas A&M University prohibits the use or possession of alcoholic beverages on campus by any individual under the age of 21, including within on-campus housing facilities (University SAP 34.03.99.M0.01 Alcoholic Beverages and Texas A&M University Student Rules, Student Conduct Code, 24.4.13, Alcohol).

All purchases of alcoholic beverages by any member must comply with guidelines as established in System Policy 34.03, Alcoholic Beverages regarding the purchase's source of funds, purpose, and required documentation.

Consequences for policy violations could result in sanctions by the institution and/or criminal charges/arrest by law enforcement agencies for state law violations.

The following services are provided to Texas A&M University students and employees located at TAM-FW. The School of Law Assistant Dean for Student Affairs (817-212-4045) and Substance Misuse and Violence Prevention (SMVP) in Student Life (979-845-3111) at the main campus are committed to promoting responsible decision-making regarding alcohol and other drugs through educational programming, resources, and referrals. An embedded professional counselor (817-212-4115) is available for School of Law students and the TELUS Health Student Support App (1-866-743-7732) is a resource available to all Texas A&M University students. GuidanceResources by ComPsych (1-866-301-9623) manages the alcohol and drug abuse and rehabilitation program available to Texas A&M University employees and provides licensed counseling and referral services.

Illegal Drugs Policy

The following illegal drugs policy applies to the TAM-FW campus.

Federal law prohibits the unlawful possession, use, sale, or distribution of drugs. Texas state law prohibits the possession, use, sale, manufacture, or delivery of a controlled substance without legal authorization. A controlled substance includes any drug, substance or immediate precursor covered under the Texas Controlled Substances Act, including but not limited to opiates, barbiturates, amphetamines, marijuana, and hallucinogens. The possession of drug paraphernalia is also prohibited under Texas state law. Drug paraphernalia includes all equipment, products and material of any kind that are used to facilitate, or intended or designed to facilitate, violations of the Texas Controlled Substances Act. According to System Policy 34.02, Drugs and Alcohol Abuse, the Texas A&M University System strictly prohibits the unlawful manufacture, distribution, dispensation (including sales), possession or use of illicit drugs on Texas A&M University System property while on official duty and/or as part of any Texas A&M University System activity. All students and employees are expected to abide by federal and state laws pertaining to controlled substances and illicit drugs. More specifically, Texas A&M University Student Rules prohibit using, possessing, being under the influence of, manufacturing, or distributing illegal drugs or illegally obtained/possessed controlled substances (Texas A&M University Student Rules, Student Conduct Code, 24.4.12, Drugs). Alleged violations of federal and state laws may result in criminal charges/arrest by law enforcement agencies. Institutional conduct charges may be pursued against those alleged to have violated institutional policies and/or state/federal laws concerning controlled substances.

The following services are provided to Texas A&M University students and employees located at TAM-FW. The School of Law Assistant Dean for Student Affairs (817-212-4045) and Substance Misuse and Violence Prevention (SMVP) in Student Life (979-845-3111) at the main campus are committed to promoting responsible decision-making regarding alcohol and other drugs through educational programming, resources, and referrals. An embedded professional counselor (817-212-4115) is available for School of Law students and the TELUS Health Student Support App (1-866-743-7732) is a resource available to all Texas A&M University students. GuidanceResources by ComPsych (1-866-301-9623) manages the alcohol and drug abuse and rehabilitation program available to Texas A&M University employees and provides licensed counseling and referral services.

Weapons Policy

The following weapons policy applies to the TAM-FW campus.

In accordance with Texas Penal Code Ch. 46.03, a person commits an offense if the person intentionally, knowingly, or recklessly possesses or goes with a firearm, location-restricted knife, club, or prohibited weapon

(Texas Penal Code 46.05) on the physical premises of a school or postsecondary educational institution, on any grounds or building owned by and under the control of a school or postsecondary educational institution and on which an activity sponsored by the school or institution is being conducted, or in a passenger transportation vehicle of a school or postsecondary educational institution. The following exception applies. A license to carry holder under Chapter 411, Texas Government Code, may carry a concealed handgun on or about the license holder's person while the license holder is on the campus of TAMUS offices (where the TAMUS office has operational responsibility) or in a TAMUS vehicle, unless prohibited by state law or federal law. Concealed carry is prohibited in any premises where TAMUS offices, as directed or approved by the chancellor as necessary for institutional safety, gives effective notice on a temporary basis pursuant to Section 30.06, Texas Penal Code. Concealed carry is prohibited in the following locations on the RELLIS campus: third floor biology labs of Academic Alliance Building 1. The open carry of handguns on TAMUS offices' land or premises is prohibited. Licensed peace officers are authorized by law to carry firearms at all times. TAMUS Rule 34.06.02.S1 contains additional weapons policy information.

Sexual Assault, Dating Violence, Domestic Violence, and Stalking

In accordance with federal law and Texas A&M University System Regulation 08.01.01 Civil Rights Compliance (System Regulation 08.01.01), Texas A&M University prohibits discrimination and harassment including sexual assault, dating violence, domestic violence, stalking, (as those terms are defined for the purposes of the Clery Act) and/or related retaliation. The following are statements of policy that address discrimination, harassment (including, but not limited to, sexual harassment[2] and sex-based misconduct[3]), complicity, and retaliation[4]. The policies apply whether this conduct occurs on or off campus[5] and when it is reported to the university. All policies described in this section apply to Texas A&M University students, faculty, and staff located at the TAM-FW campus. However, procedures for students and personnel located at the TAM-FW campus who are not enrolled at or employed by Texas A&M University may be governed by

[2] Sexual harassment is a form of sex discrimination. Unwelcome conduct on the basis of sex (of a sexual nature or otherwise): (1) 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; (2) determined by a reasonable person to be so severe and pervasive and objectively offensive that it effectively denies a person equal access to the university's education program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking based on sex. For the purposes of defining sexual harassment specified in (2): severe means of sufficient seriousness to interfere with the rights, privileges, and legal activities of an individual, as well as actions that would be deemed by a reasonable person to be extreme or life-threatening; pervasive means conduct existing in or spreading over a large area of an activity or program over a period of time; and objectively offensive means behavior determined by a reasonable person to be offensive (actions that cause unreasonable harm or distress to another individual or group of people).

[3] Sex-based misconduct is unwelcome conduct on the basis of sex that is severe, persistent, or pervasive enough to create a work, educational, or campus living environment that a reasonable person would consider intimidating, abusive, or offensive. Sex-based misconduct is explicitly prohibited under System Regulation 08.01.01. Aiding another in the commission of sex-based misconduct is also prohibited by System Regulation 08.01.01. Sex-based includes, but is not limited to, sexual assault, sexual exploitation, dating violence, domestic violence, and stalking based on sex. Sexual exploitation is defined as a situation in which an individual(s) takes non-consensual or abusive sexual advantage of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. For example, sexual exploitation could include such actions as secretly videotaping sexual activity, voyeurism, invasion of sexual privacy, exposing one's genitals or causing another to expose one's genitals, and knowingly exposing another person to a sexually transmitted infection or disease. Sexual exploitation is a form of sex-based misconduct.

[4] Intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured under civil rights laws and regulations, or because the individual has opposed a discriminatory practice, files a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. The exercise of rights protected under the First Amendment does not constitute prohibited retaliation, nor does the filing of a mandatory report as required by System Regulation 08.01.01. In addition, a university official who files a mandatory report or charges an individual with making a materially false statement in the course of an investigation has not engaged in prohibited retaliation. Retaliation is explicitly prohibited under System Regulation 08.01.01. Aiding another in the commission of retaliation is also prohibited under this regulation.

[5] Off campus conduct applies if the conduct occurs outside the context of a university employment or education program or activity but creates a hostile environment for students, employees or third parties while on university grounds or other property owned or controlled by university or in any university employment or education program or activity.

the policies of their applicable institution or agency and/or subject to the following provisions of the TAM-FW Campus Civil Rights and Title IX Shared Facility Agreement.

Texas A&M University and Tarleton State University (member institutions) each have students and employees located at the TAM-FW campus. In accordance with the TAM-FW Campus Civil Rights and Title IX Shared Facility Agreement, the following parameters apply when parties to a complaint overlap between the member institutions at TAM-FW.

- When a complainant is affiliated with one member institution and respondent is affiliated with the other member institution, the respondent's member institution serves as the lead that processes all aspects of the complaint in accordance with their regulations, policies, rules, and standard administrative procedures.
- When a respondent is a student or employee of both member institutions, or there are multiple respondents from both member institutions, the member institutions coordinate to designate the lead.
- Responsibilities of the lead member institution include (1) prompt outreach to the complainant, (2) rights, resources, and options/supportive measures communication, (3) notification to the other member institution, (4) conducting the investigation and hearing, (5) resolution of the complaint through formal or informal means, (6) determination of responsibility, (7) determination of sanctions for the lead member institution's students and employees while delegating the determination of sanctions for the other member institution's students and employees to their member institution, and (8) handling of appeals.
- Both member institutions share information about case processing to the extent allowed by law, and coordinate providing supportive measures.
- Both member institutions retain authority to remove its own students and employees from the shared facilities when an individualized assessment determines there is an immediate threat to the health or safety of any person. If the member institutions disagree on any aspect of the emergency removal, the member institutions may submit their concerns to the Texas A&M University System Ethics and Compliance Office (SECO) for consideration.

Procedures for Reporting Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Related Retaliation

Individuals have the option of notifying on-campus and local law enforcement authorities to report sexual assault, dating violence, domestic violence, or stalking. Below is a list of local law enforcement agencies. Reports should be filed with the agency where the incident occurred.

Agency	Phone
City of Fort Worth Police Department	911
City of Fort Worth Police assigned to TAM-FW campus	817-392-4780
Tarrant County Sheriff's Department	817-884-3099
TAM-FW UPD Security	817-212-3999

The City of Fort Worth Police Department is available to receive and investigate reports of sexual assault, dating violence, domestic violence, and stalking, assist in securing medical attention; participate in evidence preservation and collection; conduct criminal investigations of crimes; and inform the individual of legal and administrative options both on and off campus. Criminal investigations may occur independent of a conduct proceeding and are handled in accordance with the Texas Penal Code, the Texas Code of Criminal Procedure, and information from the Tarrant County District Attorney's Office. Law enforcement will help individuals

understand the process of obtaining protective orders, restraining orders, or similar lawful orders issued by the courts.

All Texas A&M University employees are mandatory reporters who must report all known information about an alleged or suspected incident of discrimination, harassment, retaliation, or complicity that is experienced by, observed by or made known to an employee in the course and scope of their employment as soon as possible[6]. Employees are not required to report conduct prohibited by this policy if the employee experiences, observes, or becomes aware of the prohibited conduct outside the context of their employment.

An employee is also not required to report an incident where: (1) the employee was a victim of sexual harassment, sexual assault, dating violence, domestic violence, or stalking; (2) the incident about which the employee received information was due to a disclosure made at a sexual harassment, sexual assault, dating violence, domestic violence, or stalking public awareness event sponsored by the university or by a student organization affiliated with the university; or (3) the person has either learned of the incident during the course of their employer's review or process, or has confirmed with the designated office overseeing the review or process, that the incident has been previously reported.

An employee's failure to report alleged or suspected discrimination, harassment, retaliation, or complicity may result in disciplinary action, including termination of employment. An employee must be dismissed if, in accordance with disciplinary processes, the employee is determined to have knowingly failed to make a required report, or that employee, with the intent to harm or deceive, knowingly made a report that is false. Notwithstanding the above mandatory reporting requirement for employees, anyone may report matters which they believe are criminal to the appropriate local law enforcement agency.

Students and third parties are strongly encouraged, but not required, to report conduct prohibited by this policy.

At the TAM-FW, reports that a student, an employee, or a third party has engaged in conduct prohibited by this policy should be made to:

Associate Vice President and Title IX Coordinator
Office of Civil Rights and Title IX (CR/T9)
Coke Building
415 Houston St., Suite 202
College Station, TX 77843-1243
979-458-8407
civilrights@tamu.edu
Website Reporting Form: https://titleix.tamu.edu/report/

CR/T9's Associate Vice President and Title IX Coordinator's responsibilities include, but are not limited to, (1) overseeing Texas A&M University's civil rights protections program; (2) ensuring all complaints of discrimination, harassment, retaliation, and complicity are promptly, thoroughly, and equitably reviewed, investigated, and resolved in accordance with System Regulation 08.01.01, Texas A&M University Rule 08.01.01.M1, Civil Rights Compliance (Rule 08.01.01.M1), and Texas A&M University SAP 08.01.01.M1.01, Investigation and Resolution of Allegations of Discrimination, Harassment, Retaliation, and Complicity Against Students, Employees, and Third Parties; and (3) identifying and addressing any patterns or systematic problems that arise from the review of such complaints. The Associate Vice President and Title IX Coordinator or designee shall decide whether this policy shall be applied to such conduct on a case-by-case

[6] Exceptions include confidential employees and are described in the "Confidentiality/Privacy" section of this report.

basis. Some conduct, while inappropriate and unprofessional, does not rise to the level of discrimination, harassment, retaliation, or complicity. These behaviors will be forwarded by CR/T9 to be addressed by the appropriate disciplinary authority, e.g., Supervisor, Student Community Standards, Residence Life, etc., under rules or regulations other than this policy.

CR/T9 is the department designated by the university to receive and resolve all reports alleging discrimination, harassment, retaliation, and/or complicity. However, reports that the following individuals have engaged in conduct prohibited by this policy: the Texas A&M University System Chancellor; the Texas A&M President; a Chief Operating Officer; an employee who reports directly to the Chancellor, President, or Chief Operating Officer; the Title IX Coordinator or a Deputy Title IX Coordinator; the Chief Risk, Ethics, and Compliance Officer; or the Hearing Officer should be made to:

Texas A&M System Ethics and Compliance Office (SECO)
301 Tarrow, 6th floor
College Station, TX 77843
979-458-6120
civilrightsreporting@tamus.edu

Additional options for reporting to the university include:

- Submitting an identified report through the Tell Somebody online form or submitting an anonymous report by texting 979-269-8268 or by emailing tellsomebody@tamu.realresponse.com. Anonymous reporting may limit the university's ability to respond to the allegation.
- Submitting an electronic report through the "Make a Report" form found at https://titleix.tamu.edu/

Individuals may file a complaint at any time with any local, state or federal civil rights office, including, but not limited to, the Equal Employment Opportunity Commission, the Texas Workforce Commission's Civil Rights Division, the U.S. Department of Education's Office of Civil Rights and the U.S. Department of Justice.

CR/T9 has procedures in place to inform individuals of their rights to file criminal charges as well as the availability of services on and off campus. A complainant[7] may request assistance from and/or will be assisted by CR/T9 in notifying law enforcement authorities if the complainant so chooses. A report to law enforcement, is separate from a report to the university. An individual wishing to simultaneously pursue a law enforcement investigation and a university resolution of conduct prohibited by this policy should make a report to both entities. Individuals are notified of their right to report the incident to local police immediately, but always have the right to decline to notify such authorities. Reporting to law enforcement does not preclude an individual from pursuing disciplinary remedies with the university.

Although a report of conduct prohibited by this policy may be made at any time, regardless of when the conduct occurred, a report should be filed as soon as possible after the actions that caused the report. Prompt reporting assists investigators in the collection and preservation of evidence.

The filing of a report will not stop, delay, or affect pending personnel or disciplinary actions. This includes, but is not limited to, performance evaluations or disciplinary actions related to an employee or student who is not performing at acceptable levels or standards or who has violated System policies or regulations or university rules or SAPs.

[7] The individual(s) who is alleged to have been subjected to discrimination.

The university's response to allegations of conduct prohibited by this policy will be prompt and equitable. The response is intended to stop/prevent recurrence of any harassment and remedy discriminatory effects of the conduct, as appropriate. A substantiated allegation of prohibited conduct will result in disciplinary action, up to and including termination of employment or separation from the university. Third parties who commit prohibited conduct may have their relationship with the university terminated and/or their privileges of being on university premises withdrawn.

CR/T9 conducts an initial review and preliminary assessment of all reports/complaints that are received by CR/T9 to assess and address the safety and well-being of the complainant, respondent[8], and the community. As part of the initial review, CR/T9 will take the following step: (1) inform the individual reporting of the right to file a complaint with law enforcement (if applicable) in addition to filing a complaint with CR/T9, (2) provide assistance in notifying appropriate law enforcement authorities if the individual so chooses, (3) inform the individual of the right to decline to contact law enforcement, and (4) inform the individual of the right to file a complaint with state and federal agencies. CR/T9 will offer the opportunity to request supportive measures to provide for the safety of the individual and campus community.

CR/T9 will also take steps to advise about (1) the importance of preserving evidence, if applicable, that could assist in proving that a criminal offense occurred or may be helpful in obtaining a protective order or assist in an investigation, (2) the university's procedures for investigation and options for formal and informal resolutions, and (3) the university's prohibition against retaliation. At this time, CR/T9 will determine whether the complainant is a minor, elderly, or disabled and, if required, contact the appropriate agency in accordance with the Texas law.

CR/T9 provides a written notification of available resources, rights, and options to each individual reporting discrimination, harassment, or retaliation (whether the offense occurred on or off campus) regardless of whether the individual chooses to report the incident to local law enforcement or chooses to pursue informal or formal remedies through the university or criminal remedies through law enforcement. The written notification includes information regarding:

- the importance of preserving physical evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order;
- procedures about how and to whom the alleged offense should be reported;
- the option to notify proper law enforcement authorities including on-campus and local police;
- the option to be assisted by campus authorities in notifying law enforcement if the victim chooses;
- the option to decline to notify such authorities;
- the rights of individuals and the institution's responsibilities for orders of protection, no contact orders (mutual no contact restrictions), restraining orders, or similar lawful orders issued by criminal, civil, or tribal court or the institution;
- information about how the institution will protect confidentiality;
- existing on-campus and community resources/contacts (counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to students, faculty, and staff);
- the options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or supportive/protective measures;
- protection from retaliation; and

[8] An individual who has been alleged to have engaged in discriminatory conduct as defined in this policy.

- an explanation of procedures for institutional disciplinary action in cases of alleged sexual assault, dating violence, domestic violence, and stalking.

Guidelines or Suggestions to Follow After an Incident of Sexual Assault, Dating Violence, Domestic Violence or Stalking (as applicable to the specific incident)

- Go to a safe place as soon as you can.
- Contact the City of Fort Worth Police Department at 911.
- Get medical attention as soon as possible to make sure you are physically well and to collect important evidence in the event you may later wish to take legal action. JPS Hospital in Fort Worth (817-702-8828) has a sexual assault program with trained Sexual Assault Nurse Examiners (SANE) and a forensic unit offering detailed physical examinations, evidence collection and expert testimony. Go to the hospital's emergency room and request to be seen by a SANE.
- Try to preserve all physical evidence. Do not wash, use the toilet, swim, brush teeth, or change clothing if you can avoid it. If you do change clothes, put all the clothing you were wearing at the time of the attack in a paper, not plastic bag.
- Preserve evidence by saving text messages, instant messages, social networking pages, communications, pictures, or other documents, if any, that would be useful to police or investigators.
- Personnel are available to help explain options, give information, and provide emotional support. Personnel include: Embedded professional counselor 817-212-4115 (for School of Law students); TELUS Health Student Support app 866-743-7732 (for students); GuidanceResources by ComPsych 1-866-301-9623 (for employees). Main campus services include: CR/T9 979-458-8407 and Student Assistance Services 979-845-3113. Fort Worth area services include: Women's Center/Rape Crisis and Victims Services 817-927-2737.

Medical Treatment (as applicable to the specific incident)

It is important to seek immediate and follow-up medical attention for several reasons: first, to assess and treat any physical injuries sustained; second, to test for sexually transmitted infections or pregnancy and treat or take preventive measures; and third, to gather and preserve evidence that may assist in proving that the alleged criminal offense occurred or is occurring or may be helpful in obtaining a protection order. Physical evidence should be collected immediately, ideally within the first 24 hours. It may be collected later than this, but the quality and quantity of the evidence may be diminished. If individuals do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infection.

Confidentiality/Privacy

Students and employees have the option to disclose incidents to confidential reporters who are employees designated or permitted by the university to receive complaints of discrimination, harassment, retaliation, and complicity and maintain confidentiality. Confidential reporters include, but are not limited to, licensed health care personnel and certain mental health providers (professional psychologists/counselors) who receive reports when acting the course and scope of their employment as part of their official employment. When an individual shares information with a confidential reporter, the confidential reporter cannot legally disclose the communication to another person or the institution except under very limited circumstances. Such information could be disclosed when: (1) the individual gives written consent for its disclosure; (2) there is a concern that the party poses an imminent danger to themselves or others; (3) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18, the disabled, or the elderly; or (4) required by law.

Confidential reporters are required to provide general nonidentifying information as required to comply with the Clery Act or other applicable laws/regulations, and must report de-identified statistics to the Title IX Coordinator for any type of sex-based incident made known to them, and may not include any information that would violate that person's expectation of privacy. Publicly available recordkeeping, including Clery Act reporting and disclosures, must not include personally identifying information[9]. Incidents are shared in a way that does not identify the individuals. For example, licensed healthcare providers share de-identified information regarding conduct that may be a statistic in the Clery Annual Security Report and/or disclosed in the daily crime log without identifying the individuals concerned. Additionally, researchers are deemed confidential only when the research project is federally funded and the identity of research subjects on the specific project are deemed confidential by law.

At TAM-FW, the following are considered confidential reporters: Embedded professional counselor (817-212-4115) – confidential mental health counseling services for Fort Worth in-residence School of Law students and GuidanceResources by ComPsych (1-866-301-9623) – confidential mental health counseling for employees and the employee's benefits-eligible dependents. Confidential reports are available to support both complainants and respondents.

Additionally, Texas A&M University offers its students the TELUS Health Student Support App (1-866-743-7732) for immediate, 24/7 professional counseling via phone call, chat, or an option to schedule multiple sessions with a consistent counselor for short-term treatment. Instructions to access the TELUS Health Student Support App are found here https://uhs.tamu.edu/mental-health/student-support.html.

All other employees informed of possible discrimination, harassment, retaliation, and/or complicity should advise the reporting party that they cannot keep the information confidential and are required to report it to the university. Employees should inform the reporting party where confidential guidance can be obtained, such as the student counseling center or employee assistance program. To the extent possible, the university will protect the privacy of all parties to the report (see definition of private[10]).

Employees receiving a complaint under this policy may not disclose the identity of the complainant to any law enforcement authority unless:

- expressly authorized by the complainant;
- imminent threat to health or safety exists; or
- required by law.

Requests from complainants to withhold any name, or a request not to investigate or seek action against the respondent, will be considered by the university in the context of the university's duty to provide a safe and nondiscriminatory work, educational, and campus living environment. This may require that the university take action when the complainant requests no action, such as when violence is involved, when the threat of violence exists, or when required by law, as in the case of elderly, disabled, or child abuse. A request to withhold information or not to investigate the alleged misconduct may limit the university's ability to respond.

[9] Personally identifying information is defined as individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault, or stalking, regardless of whether the information is encoded, encrypted, hashed, or otherwise protected, including a first and last name; a home or other physical address; contact information (including a postal, email, or internet protocol address, or telephone or facsimile number); a social security number, a driver's license number, passport number or student identification number; and any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.

[10] Private - that which affects, characterizes, or belongs to an individual person, as opposed to the general public. With respect to this regulation, private means restricting information to those with a reasonable need to know.

Although individuals reporting sexual assault are not required to file criminal charges, the following program is offered in the State of Texas. In accordance with the Texas Code of Criminal Procedure, Chapter 57, when reporting certain sex offenses to a Texas law enforcement agency, victims may use a pseudonym to protect their identity. The offenses applicable to this program are identified in Chapter 62 of the Texas Code of Criminal Procedure, defined by the Texas Penal Code, and include sexual assault. The pseudonym will replace the victim's name in all public files and records concerning the offense, including police records, press releases, and records of judicial proceedings.

Resources, Rights, and Options

Following an allegation of sexual assault, dating violence, domestic violence, stalking, and/or related retaliation the complainant, the respondent, and other affected individuals have certain resources, rights, and options available to them. Parties with an inquiry or complaint, if known, are informed about their resources, rights, and options in writing when CR/T9 receives notification of an incident whether it occurred on or off campus and regardless of whether the individual elects to pursue a criminal complaint or disciplinary measures. Other personnel likely to receive reports of conduct prohibited by this policy in the Division of Student Affairs or Human Resources may also provide resources, rights, and options in writing. Available assistance information is also provided through prevention and awareness education and can be found on the Title IX webpage at https://titleix.tamu.edu/get-help/. Additional information about any of the resources, rights, and options discussed in this section can be requested from CR/T9.

In addition to the Case Managers at CR/T9, the following are on-campus and community resources available to complainants, respondents, and others.

Law Enforcement

Name	Phone	Address	Website
City of Fort Worth Police Department	911 or 817-392-4222	505 W. Felix St. Fort Worth, TX 76115	https://police.fortworthtexas.gov
City of Fort Worth Police assigned to TAM-FW	817-392-4780	1515 Commerce St. and 300 East 15th St. Fort Worth, TX 76102	https://police.fortworthtexas.gov/
Tarrant County Sheriff's Department	817-884-3099	200 N. Taylor St. Fort Worth, TX 76196	http://access.tarrantcounty.com/en/sheriff.html
TAM-FW UPD Security	817-212-3999	1515 Commerce St. and 300 East 15th St. Fort Worth, TX 76102	https://upd.tamu.edu/divisions-sections/security-compliance-and-professional-standards.htmlhtt
Fort Worth Police Department NPOs, Adam Coleman, David Walter	817-692-3152 adam.coleman@fortworthexas.gov or david.walter@fortworthtexas.gov	350 W. Belknap St. Fort Worth, TX 76102	n/a

Counseling and Mental Health

Name	Phone	Address	Website
Professional counselor for in-residence School of Law students – Fort Worth degree program	817-212-4115 or 979-458-4584	1515 Commerce St. Fort Worth, TX 76102	https://uhs.tamu.edu/about/staff/counseling.html
Texas Lawyers Assistance Program (TLAP) for School of Law students free substance abuse and mental health needs	1-800-343-8527 (call or text)	n/a	https://www.tlaphelps.org/law-students
TELUS Health Student Support App App that offers students 24/7 access to professional counseling	1-866-743-7732	n/a	https://uhs.tamu.edu/mental-health/student-support.html
GuidanceResources by ComPsych (for employees)	1-866-301-9623	n/a	https://employees.tamu.edu/eap/
On-campus counseling and mental health services are in place at the TAM-FW campus for School of Law students only.			

Medical and Health Services

Name	Phone	Address	Website
JPS Hospital	817-702-8828	1575 S. Main Fort Worth, TX 76104	https://www.jpshealthnet.org/locations/emergency-department
Texas Health Harris Methodist Hospital	817-250-2000	1301 Pennsylvania Ave. Fort Worth, TX 76104	https://www.texashealth.org/en/Locations/texas-health-fort-worth
No on-campus medical/health services are in place at the TAM-FW campus.			

Support, Advocacy, Legal Assistance, and Other Resources

Name	Phone	Address	Website
School of Law Student Wellness Resources	817-212-4111	1515 Commerce St. Fort Worth, TX 76102	https://tamucs.sharepoint.com/sites/LawSchool2/SitePages/Student%20Affairs/Student-Wellness-Resources.aspx
School of Law Student Affairs (conduct)	817-212-4045	1515 Commerce St. Fort Worth, TX 76102	https://www.law.tamu.edu/about/directory.html

Name	Phone	Address	Website
School of Law Human Resources	817-212-3821	1515 Commerce St. Fort Worth, TX 76102	https://www.law.tamu.edu/about/directory.html
School of Law Office of Student Services/Registrar	817-212-4001	1515 Commerce St. Fort Worth, TX 76102	https://www.law.tamu.edu/about/directory.html
Student Life (College Station campus)	979-845-3111	Student Services Building, 2nd Floor Texas A&M Campus	https://studentlife.tamu.edu/program-areas/
Student Life Program: Student Assistance Services (College Station campus)	979-845-3113	Student Services Building, 2nd Floor Texas A&M Campus	https://studentlife.tamu.edu/support/appointment/#sas
Student Life Program: Student Legal Services[11] (College Station campus)	979-862-4502	Student Services Building, 2nd Floor Texas A&M Campus	https://studentlife.tamu.edu/program-areas/
Student Life Program: Pregnant & Parenting Student Support Services (for students who are parenting)	979-845-3111	Student Services Building, 2nd Floor Texas A&M Campus	https://studentlife.tamu.edu/program-areas/
CR/T9 Program: Pregnant & Parenting Student Services (for students who are pregnant or have related conditions)	979-845-8116	Coke Building, Suite 202 Texas A&M Campus	https://titleix.tamu.edu/title-ix-and-pregnancy-students/
Student Community Standards (College Station campus)	979-847-7272	Student Services Building, 3rd Floor, Suite 309, Texas A&M Campus	https://studentcommunitystandards.tamu.edu/
Human Resources Employee Relations (College Station campus)	979-862-4027	750 Agronomy Rd., General Services Complex, Ste. 1201 College Station, TX	https://service.tamu.edu/TDClient/45/Portal/Requests/ServiceCatalog/Category/137/Employee-Relations
Women's Center of Tarrant County	817-927-4040	1723 Hemphill Fort Worth, TX 76110	http://womenscentertc.org/

[11] Student Legal Services does not render advice to students in a dispute against other Texas A&M University students or against Texas A&M University and does not represent students in court.

Name	Phone	Address	Website
Fort Worth Police Department Victim Assistance	817-392-4390	1100 Hemphill Street Fort Worth, TX 76104	https://police.fortworthtexas.gov/Crime-Information/victim-assistance
Safe Haven of Tarrant County	877-701-7233	2001 Beach Street Suite 300 Fort Worth, TX 76103	http://www.safehaventc.org/
Tarrant County Victim Assistance Program	817-884-3697	200 Taylor St. 7th Floor Fort Worth, TX 76196	http://access.tarrantcounty.com/en/sheriff/operations-bureau/criminal-investigations/victim-assistance.html
Recovery Resource Council	817-332-6329	403 N. Sylvania Ave. Fort Worth, TX 76111	http://www.recoverycouncil.org/
One Safe Place	817-916-4323	1100 Hemphill St. Fort Worth, TX 76104	http://www.onesafeplace.org/
The Gatehouse	817-912-0317		https://www.gatehousegrapevine.com/
National Sexual Assault Hotline	(800) 656-4673	n/a	
National Domestic Violence Hotline	(800) 799-7233	n/a	
No on-campus support, advocacy, or legal assistance services are in place at the TAM-FW campus.			

Visa and Immigration Assistance

Name	Phone	Address	Website
International Student & Scholar Services (College Station campus)	979-845-1824	Pavilion, Room 110 Texas A&M Campus	https://global.tamu.edu/isss
U.S. Citizenship and Immigration Services, Texas – Dallas Field Office	(800) 375-5283	6500 Campus Circle Dr. East Irving, TX 75063	https://www.uscis.gov/about-us/find-a-uscis-office/field-offices

Student Financial Aid

Name	Phone	Address	Website
Financial Aid Officer	817-212-4090	1515 Commerce St., Fort Worth, TX 76102	https://www.law.tamu.edu/admissions-aid/financial-aid/index.html
Scholarships & Financial Aid (College Station campus)	979-847-1787	Aggie One Stop, General Services Complex, 1st Floor Texas A&M Campus	https://financialaid.tamu.edu/

Name	Phone	Address	Website
Veteran Resource & Support Center (College Station campus)	979-845-3161	Memorial Student Center, Suite 1500 Texas A&M Campus	https://aggieveterans.tamu.edu/
Federal Student Aid Information Center	(800) 433-3243	n/a	https://studentaid.gov/help-center/contact

Institutional Rights and Options (Supportive Measures)

The institution is obligated to offer and provide assistance to students, employees, and third parties in obtaining a range of supportive measures. Supportive measures are intended to restore or preserve equal access to the workplace and educational programs or activities without unreasonably burdening the other party; stop and prevent the reoccurrence of discrimination, harassment, and/or retaliation; and support the complainant and respondent during the investigation and resolution process. Supportive measures are non-disciplinary, non-punitive individualized services. Supportive measures are offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent.

In all complaints of discrimination, harassment, and/or retaliation, CR/T9 promptly contacts the parties to discuss the availability of supportive measures, considers the parties' wishes with respect to supportive measures, informs the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explains to the complainant the process for filing a formal complaint. The university must maintain the privacy of any supportive measures provided to the complainant or respondent to the extent that maintaining such privacy would not impair the ability of the university to provide supportive measures.

CR/T9 is responsible for coordinating the effective implementation of supportive measures. In addition to facilitating supportive measures, CR/T9 can provide parties with access to university officials with information about counseling, medical, mental health, victim advocacy, visa and immigration information, impact of a leave of absence on student financial aid, and other services available to complainants and respondents (on campus and in the community). CR/T9 will also notify the parties that options such as protective orders and criminal trespass warnings may be available through law enforcement agencies and the judicial system. A party may request a supportive measure through CR/T9 (979-458-8407) at any time, regardless of whether a formal complaint has been filed and regardless of whether the individual chooses to report the incident to law enforcement or pursue disciplinary remedies.

CR/T9 can assist with supportive measures that may include but are not limited to changes to academic, living, transportation and working situations or supportive measures according to the list below. In determining which supportive measures to impose and the reasonableness of the related measures, CR/T9 considers the request; the safety of the complainant, respondent, and the university community; the specific needs of the individuals; the severity or pervasiveness of the allegations; continuing effects; sharing of residence halls, dining halls, classes, transportation, or job locations; other judicial measures already in place; and other factors as appropriate. The university also provides reasonable supportive measures to third parties as appropriate and available, taking into account the role of the third party and the nature of any contractual relationship with the university. Parties seeking a supportive measure should discuss their options with their CR/T9 case manager. Supportive measures provided by the institution vary and may include, but are not limited to, the following:

- Assistance in obtaining access to medical, mental health, legal (protective orders and criminal trespass warnings available through law enforcement and the judicial system), counseling support, victim advocacy, visa and immigration information, and financial aid guidance

- Extension of deadlines or other course-related adjustments, e.g., in cases in which a student complainant and student respondent are enrolled in the same course, either student may elect to drop the course without any academic penalty
- Modifications of work or class schedules
- Campus escort services
- Mutual no contact restrictions between the parties as described below
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of campus or workplace
- Other similar measures

Mutual No Contact Restriction: A mutual no contact restriction is a supportive measure issued by the institution that prohibits two parties from contacting one another through any means. Mutual no contact restrictions can be issued in addition to court ordered protection but may also serve as an alternative for those who do not want to seek a court order. A complainant or a respondent can request a mutual no contact restriction through the CR/T9 at 979-458-8407. CR/T9 may issue a mutual no contact restriction at any time prior to or during a conduct investigation based on information provided by the requestor. If good cause for a mutual no contact restriction is determined, both parties are notified of the restrictions in writing. Mutual no contact restriction records are maintained in CR/T9's tracking system.

Individuals should be aware that direct contact, refusal to leave a protected area, appearing at a location one reasonably knows the protected party is at, third-party contact, or even an anonymous contact are all potential violations of a mutual no contact restriction. Violations should be reported to CR/T9 and may result in further disciplinary action. Failure to comply with the terms of supportive measures such as mutual no contact restrictions may be considered a separate violation of system policies and regulations and university rules and procedures.

CR/T9 will also consider an interim removal/restriction of the respondent from university geography, programs, or activities if the respondent is an immediate threat to the health or safety of the community or another individual. Both an interim removal/restriction for student respondents and an interim administrative action for employee respondents, such as a leave of absence, are described below.

Interim Removal/Restriction of Students: A student may not be expelled or suspended prior to a decision of responsibility for a violation(s) of a university rule, policy, regulation, code, or SAP except as provided below.

Student Affairs staff may remove or restrict a student from an education program or activity on an emergency basis only after an individualized safety and risk analysis has determined that the student is an immediate threat to the physical health or safety of any other student or individual arising from the allegations. Student Affairs staff must provide the removed/restricted student with notice and opportunity to challenge the decision immediately following the removal/restriction. Upon being removed/restricted, the removed/restricted student must be granted the opportunity for a hearing within 5 business days to review whether or not the removal/restriction is warranted. The outcome of this hearing is not subject to appeal and is not a disciplinary action.

Student Affairs staff work in collaboration with appropriate TAM-FW administrators to implement the interim removal/restriction. During the interim removal/restriction, a student may be denied access to campus housing and/or the campus (including classes) and/or all other university activities or privileges for which the student might otherwise be eligible.

The interim removal/restriction does not replace the investigation and resolution process. The investigation and resolution process shall proceed as outlined in this policy, except that the timelines referenced in this policy may not be followed and the allegations will be resolved as soon as possible.

Interim Administrative Actions for Employees: In accordance with university rules and SAPs, CR/T9 may request that an employee be placed on leave, suspended with pay, reassigned and/or place in another type of temporary status pending completion of the investigation and resolution process. CR/T9 may also issue interim restrictions to an employee, which include, but are not limited to, contact restrictions (no-contact directives); representation of the university; "no trespass" orders, etc. Such interim actions will remain in place as specified in a notification to the employee or until the allegations are resolved.

Confidentiality/Privacy of Accommodations and Supportive Measures: The university will maintain as private any accommodations or supportive measures provided to the extent that maintaining such privacy would not impair the ability of the institution to provide the accommodations or supportive measures. CR/T9 is responsible for determining what information and to whom information will be disclosed based on the circumstances of the allegation, the individuals involved, and related safety needs. CR/T9 uses discretion and only discloses information to key officials at the institution who perform the tasks necessary for obtaining or providing the particular accommodation or supportive measure. The identity of an alleged victim of sexual harassment, sex-based misconduct, sexual assault, dating/domestic violence, or stalking may only be disclosed to: (a) persons employed or under contract with the institution, who are necessary to conduct an investigation of the report or any related hearings; (b) a law enforcement officer as necessary to conduct a criminal investigation of the report; (c) the person or persons alleged to have perpetrated the incident, to the extent required by other law; or (d) potential witnesses to the incident as necessary to conduct an investigation of the report. Other areas receiving information related to supportive measures may include, but are not limited to: Student Life, Scholarships and Financial Aid, Student Activities, Division of Human Resources and Organizational Effectiveness, Campus Facilities Operations Assistant Director, academic departments (direct supervisor, Dean, or Associate Dean), or non-academic departments (direct supervisor, Vice President, or designee). Prior to disclosure, CR/T9 will receive consent to disclose the identity of the alleged victim, inform the individual of the information that will be shared, with whom it will be shared, and why.

Legal Rights and Options

The institution provides information and assistance to the complainant, respondent, and other affected individuals in obtaining lawful orders issued by criminal, civil, or tribal court including protective orders and criminal trespass warnings as discussed below. Failure to comply with any of the terms of lawful supportive measures may be considered a separate conduct violation in the institutional disciplinary proceeding.

Protective Orders: Individuals may apply for protective orders through the Texas criminal justice system. A protective order is a supportive measure that requires the recipient to stay away from the protected individual's home, workplace, and/or children's schools (if the children are protected persons in the order) depending on the documented circumstances. It can require the recipient to stop communicating with the protected individual in a harassing or threatening manner, attend counseling, pay child support, and/or pay spousal support. An application for a protective order may be filed by an individual, a prosecuting attorney, or the Texas Department of Family and Protective Services (1-800-252-5400) on behalf of an individual. The application is obtained through the district attorney (Tarrant County Criminal District Attorney's Office, 817-884-1623, pounit@tarrantcountytx.gov), or a private attorney. Information and forms associated with applying for a protective order are found on the following webpage:
http://access.tarrantcounty.com/en/criminal-district-attorney/civil-division/protective-orders.html

The application for a protective order must be filed in either the county where the applicant lives or the county where the recipient lives. The applicant's address can be kept confidential. If the legal criteria for a protective order is met, the county or district attorney's office will prepare and file all of the paperwork necessary to request a protective order from a court. Such orders provide effective tools for law enforcement when they are called upon to protect an individual and their family. Additionally, an emergency protective order may be recommended and automatically issued by the court following the original report and arrest of the respondent. A hearing is held at a later date to determine if the order should be extended or modified.

Local law enforcement agencies are notified of all existing protective orders in their area. If the requestor or other institutional personnel become aware that a protective order is violated, the City Fort Worth Police should be contacted immediately at 817-392-4222. The Tarrant County Sheriff's Department (817-884-3099) can also be contacted for protective order violations. UPD Security (817-212-3999) can assist with this process. Violating protective orders generally carries authority for the violator's immediate arrest by the responding law enforcement agency.

Criminal Trespass Warning: A criminal trespass warning is a supportive measure issued by the Fort Worth Police Department directed at those who are considered a danger to the campus community or a danger to a certain individual in the campus community. The warning advises the respondent to leave the premises and forbids them from entering and/or remaining on certain property which can cover either the entire campus or a specific campus location. To request a criminal trespass warning, contact Fort Worth Police at 817-392-4222 and request to speak with an officer. The officer issues the criminal trespass warning if the respondent is determined to pose a risk to campus safety based on information provided by the requestor as it relates to applicable state law. When the warning is issued, the officer is responsible for providing notice to the requestor and the person receiving the warning.

Law enforcement officers are notified of criminal trespass warnings that exist in their area. If a criminal trespass warning is violated, City of Fort Worth Police should be contacted immediately at 817-392-4222. A violation of the criminal trespass warning occurs when the individual is issued a warning but refuses to leave campus or is subsequently found in a prohibited area based on the trespass warning. The requestor and other institutional personnel should take appropriate action by contacting City of Fort Worth Police for a responding officer when they become aware of a potential violation of a criminal trespass warning. City of Fort Worth Police generally enforces these warnings by charging violators with criminal trespass resulting in arrest and/or fine.

If the complainant, respondent, or member of the university community has obtained an order of protection, civil no-contact order, or similar order from a court as described in this section, against another member of the university community, a copy of the order should be provided to the Chief Risk, Ethics, and Compliance Officer. In conjunction with City of Fort Worth Police and other university officials, the Chief Risk, Ethics, and Compliance Officer will take all reasonable actions authorized by law to implement the order.

Other Legal Options: The UPD's Community Services Unit (979-458-5697) and the City of Fort Worth Police Department's Victim Assistance Unit (817-392-4390) are available to provide information about personal safety, Texas Crime Victim's Rights, Texas Crime Victims Compensation Fund and other information upon request. Or visit the Office of the Texas Attorney General's website at https://www.texasattorneygeneral.gov/cvs/crime-victims-compensation.

Investigations and Disciplinary Proceedings[12] for Sexual Assault, Dating violence, Domestic Violence, Stalking, and Related Retaliation

Proceedings from an allegation of sexual assault, dating violence, domestic violence, or stalking are provided in a prompt, fair, and impartial manner from the initial investigation to the final result, including any appeals. They are consistent with the institution's policies and transparent and equitable to the complainant and respondent. The investigation provides that:

- Both the complainant(s) and the respondent(s) must receive equitable treatment in all facets of the investigation and resolution process including, but not limited to, the right to an advisor (if any), the right to present evidence and witnesses, and the right to be informed of the outcome of the investigation.
- Timely and equal access to any information (inculpatory and exculpatory) discovered during the investigation as well as any information that will be used during informal and formal disciplinary meetings and hearings will be provided to the complainant, respondent, and appropriate officials.
- During the investigation the complainant and respondent have timely notice of meetings at which the complainant or respondent, or both, may be present.
- Determinations use the preponderance of the evidence standard, i.e., what is more likely than not to be true, based on the totality of the available evidence.
- If the respondent has multiple roles at the university, such as when the respondent is both a student and an employee, the Chief Risk, Ethics, and Compliance Officer will consult with other relevant university officials and determine which procedure(s) to follow in the investigation and resolution of the allegations of prohibited conduct as well as other policy violations. The Chief Risk, Ethics, and Compliance Officer will consider the known facts and circumstances, including which role predominates in the context of the prohibited conduct.
- The university's disclosure of information related to an investigation, the DA's decision and/or the sanctions rendered are governed by the provisions of the Family Educational Rights and Privacy Act (FERPA), the Texas Public Information Act (TPIA), the Texas Education Code Section 51.971, and other applicable confidentiality laws.

Individuals conducting investigations and other decision makers, at a minimum, receive annual training on the issues related to sexual assault, dating violence, domestic violence, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. All of those involved in the administration of civil rights complaints at the university (including but not limited to: reporting, administering, investigating, adjudicating, advising, and informal resolution) complete annual training specific to their roles in accordance with requirements established by SECO in System Regulation 08.01.01, Appendix B, Minimum Training Requirements for Civil Rights Investigations, Advisement, Adjudication, Appeals, and Informal Resolution in The Texas A&M University System. Minimum training requirements include university rules and procedure, applicable federal and state laws, how to conduct comprehensive civil rights investigations and prepare reports, trauma-informed investigation techniques and considerations, due process protections, how to value and weigh evidence and assess credibility, sanctioning, appellate processes, etc.

If an employee reasonably believes that an incident constitutes sexual harassment, sexual assault, dating violence, domestic violence, or stalking and that the incident is alleged to have been committed by or against a person who was a student enrolled at or an employee of the institution at the time of the incident, the

[12] For the purposes of this section, proceeding means all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and the complainant, respondent, and other affected individuals concerning accommodations or supportive measures.

employee must promptly report the incident to CR/T9. Students and third parties (including, but not limited to, anyone receiving services from the university, vendors and private business associates) are strongly encouraged to report the incident(s) promptly to CR/T9. An employee is not required to report an incident in which that employee was a victim of the sexual harassment, sexual assault, dating violence, domestic violence, or stalking. Once an individual discloses information to CR/T9, a complaint will be considered to be made with the university, and the institution's process is initiated regardless of whether the complainant choses to pursue criminal charges.

Complaints are initially reviewed by CR/T9, not only to assess and address safety, but also to determine whether a violation of the System Regulation 08.01.01 and/or Rule 08.01.01.M1 and/or any other university rule, SAP, code, or policy could have occurred. During the initial review and preliminary assessment CR/T9 will:

- Inform the complainant about options for formal and informal resolutions and solicit the complainant's preferred method for resolving the matter. Complainants may request a formal resolution, an informal resolution, or "no resolution" of the allegations of discrimination, harassment, retaliation, and/or complicity.
- Offer assistance to the complainant in submitting a written formal complaint[13] that details the nature and circumstances of the allegations, including the names of the complainants and respondents.

No Resolution

If the complainant requests that no resolution of the allegations occur, the university will seek to honor the request whenever possible without impeding the university's ability to enhance the safety and security of the complainant and the university community. The university may initiate an investigation based on the seriousness of the allegation, whether or not there are multiple allegations, and/or whether or not a respondent poses a risk of harm to others. CR/T9 will consider the following factors when evaluating such requests:

- All of the known circumstances, including any corroborating evidence;
- The nature and scope of the alleged conduct, including whether the reported behavior involves the use of a weapon;
- The respective ages and roles of the complainant and respondent;
- Whether there have been other reports of prohibited conduct or other misconduct by the respondent;
- Whether the report reveals a pattern of misconduct related to prohibited conduct (e.g. via illicit use of drugs or alcohol) at a given location or by a particular group;
- Fairness considerations for both the complainant and the respondent;
- Whether the university possesses other means to obtain relevant information and evidence;
- The university's obligation to provide a safe and non-discriminatory environment;
- Admissions of responsibility by the respondent, if any; and
- The impact of honoring the request on the complainant and the university community, including the risk of additional violence.

If the university is able to honor the complainant's request for no resolution, the university may close the matter with no action taken, or the university may proceed with other appropriate steps, including investigation

[13]A formal complaint is a document or electronic submission (such as by electronic mail or through an on-line portal provided for this purpose) filed by a complainant, or signed by the Title IX Coordinator, alleging sex-based discrimination against a respondent and requesting that the university investigate the allegation(s). The formal complaint must contain the complainant's physical or digital signature, or otherwise indicate that the complainant is the person filing the complaint. Alternatively, a Title IX Coordinator may sign a formal complaint but is not a complainant or otherwise a party to the complaint. The university may consolidate formal complaints as to allegations of sex-based violations against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, when the allegations of sexual harassment arise out of the same facts or circumstances.

and disciplinary action against the respondent for violations of other rules, SAPs, regulations, policies, or codes, if applicable.

If the university determines that the complainant's request cannot be honored, the complainant will be notified of the decision, and CR/T9 will take appropriate actions, including but not limited to (1) offering support services or academic adjustments and (2) initiating a formal investigation or informal resolution.

Informal Resolution

Informal resolutions do not utilize a formal hearing and may or may not involve the establishment of findings of fact and the application of sanctions.

At any time prior to the determination of a final decision, the parties may seek informal resolution to resolve the complaint. The following conditions apply to informal resolution:

- Informal resolution is a voluntary process. No party may be compelled to participate in informal resolution. The university, in consultation with SECO, must agree to allow an informal resolution to move forward and must obtain the parties' voluntary, written consent to the informal resolution process.
- Prior to an informal resolution, the parties will be provided with: (a) written notice of the allegations; (b) the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; and (c) the consequences of withdrawing from the informal process and resuming the formal process, and including the records that will be maintained or could be shared.
- Once a party agrees to participate in informal resolution, they may withdraw from the process at any time prior to a final agreement and resume the formal grievance process. Information shared in the informal resolution process may not be introduced into the formal process without independent evidence.
- Once a final agreement is established through informal resolution, the complaint may not return to the formal complaint process unless one or both parties fail to abide by any conditions established in the agreement.
- Informal resolution options include mediation, restorative conferences, shuttle facilitation, and other forms of facilitated dialogue.
- Mediation may not be used to resolve complaints of rape, statutory rape, dating violence, domestic violence, or any case in which imminent threats of harm may exist.
- The university may not offer an informal resolution process in sex-based complaints unless a formal complaint is filed and may not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

Formal Resolution

The allegations will be considered for investigation pursuant to the following procedures. CR/T9 reserves the right to resolve the complaint informally or through no resolution if the allegation does not rise to the level of conduct prohibited by System Regulation 08.01.01.

Upon receipt of a report, CR/T9 may consult with the Texas A&M University System Office of General Counsel (OGC) as needed and make a preliminary determination about whether to conduct a formal investigation of the allegations. The preliminary determination may include, but is not limited to, the following:

- An assessment of whether there is sufficient known or obtainable information to proceed with an investigation of the complaint;
- An assessment of whether the allegations are baseless;

- An assessment of whether the allegations, if true, would constitute a violation of System Regulation 08.01.01; and/or
- An assessment of whether a complainant's request for no resolution may be honored.

If it is determined that there is insufficient information to proceed with an investigation; or that the allegations are baseless; or that the allegations, if true, would not constitute conduct prohibited by System Regulation 08.01.01 and/or Rule 08.01.01.M1; or that an investigation will not occur due to the complainant's request for no resolution, CR/T9 may:

- dismiss the complaint,
- close it for insufficient evidence to investigate or lack of jurisdiction,
- refer the report to a different office at the university (the university office may review the conduct and take appropriate action, including but not limited to, disciplinary action against the respondent for violations of other university rules, codes, regulations, policies, or SAPs, if applicable), or
- with the consent of the parties, as well as the approval of SECO, refer the complaint to informal resolution (cases involving allegations based on sex require the submission of a formal complaint before they may be referred to informal resolution).

CR/T9 will notify the complainant of such action in writing. Complaints that have been dismissed or referred may be appealed in accordance with the appeal procedures section of this policy. Once it has been determined that the university will proceed with a formal investigation, CR/T9 will appoint the Investigative Authority (IA)[14] within 5 business days to initiate the process of determining whether a violation of System Regulation 08.01.01 or other university rule, SAP, code, or policy occurred.

The Associate Vice President and Title IX Coordinator (or designee) shall simultaneously notify the complainant(s) and respondent(s) in writing of the commencement of the investigation. The notice of investigation will include:

- receipt of the complaint stating the allegation of a violation of this policy;
- interim supportive measures, if any;
- admonishments regarding cooperation and prohibiting retaliation;
- any informal resolution process that may be available;
- the appointed IA; the appointed Designated Administrator (DA) and Appellate Authority (AA);[15] and
- an unredacted version of the complaint to an employee respondent(s) and their advisor, if applicable, with admonishments regarding privacy.

[14] The IA is one or more trained individuals appointed to conduct a formal investigation to discover and examine the facts related to an allegation and conclude if, based on the preponderance of the evidence, the allegation is substantiated, unsubstantiated, or if there is insufficient information. In complaints involving allegations of sex-based behaviors, the IA will be limited to only reporting the evidence collected during the investigation, as well as issuing appropriate determinations surrounding credibility of parties, witnesses, and evidence.

[15] The DA is the decision-making entity specified in university rules. This may be an administrator or a hearing officer/panel but may not include a person with a clear conflict of interest (e.g., supervisor, subordinate, and/or family member of either party) or personal bias. The role of the DA is to determine whether or not allegations of misconduct rise to the level of a violation of System Regulation 08.01.01 based on the evidence provided and utilizing the preponderance of the evidence standard. The DA cannot have served as an investigator nor may they later serve as an appellate authority in the same case. Title IX Coordinators may not serve as a DA in any case involving an allegation of discrimination or harassment based on sex. The AA is any individual or panel responsible for rendering appeal decisions as specified in university rules. The role of the AA is to review the process by which an original decision was reached and render an appellate decision, consistent with the grounds for appeal. Title IX Coordinators may not serve as an AA in any case involving an allegation of discrimination or harassment based on sex. All persons serving as DAs, AAs, and IAs will be impartial and free of conflicts of interest or bias for or against the complainant or the respondent. Parties who are concerned about the impartiality of an individual serving in one of these roles should submit their concerns, in writing, to the Chief Risk, Ethics, and Compliance Officer (civilrights@tamu.edu) who may designate alternative individuals to fulfill any of these roles.

If in the course of an investigation the university decides to investigate allegations about the complainant or respondent that were not included in the original notice, the university must provide notice of the additional allegations to the parties.

If the respondent is an employee, the Associate Vice President and Title IX Coordinator (or designee) shall notify, in writing, the respondent's supervisor that CR/T9 is investigating an allegation that the respondent has engaged in conduct that may be a violation of System Regulation 08.01.01 and/or Rule 08.01.01.M1 or other university rules, SAPs, codes, or policies.

CR/T9 is responsible for all administrative actions required to conduct the investigation. These include, but are not limited to, informing the parties of extensions or other delays affecting the investigation, contacting supervisors or faculty regarding their employees' or students' time away from work or class to participate in the investigative process, making reports to university administrators, coordinating supportive measures, and undertaking any other tasks necessary to properly conduct the investigation.

The IA will review the complaint and conduct a prompt, fair, thorough, and impartial investigation. Abuse of the investigation and resolution process is prohibited and subject to disciplinary action up to and including dismissal or separation from the university. Examples of abuse of process include, but are not limited to:

- Failure to appear at a meeting, interview, hearing, or conference as set forth in a notice issued by CR/T9;
- Falsification, distortion, destruction, or misrepresentation of evidence or information;
- Disruption or interference with the orderly conduct of an investigation, interview, meeting, hearing or conference;
- Intentionally initiating or causing a false report to be initiated;
- Attempting to discourage an individual's proper participation in, or use of, the investigation and resolution process, disciplinary process, or legal process;
- Attempting to influence the impartiality of the IA, AA, or DA prior to, and/or during the course of the investigation and resolution process;
- Verbal or physical intimidation, and/or retaliation of any party to the investigation and resolution process prior to, during, and/or afterwards;
- Failure to abide by the terms of university administered sanctions;
- Influencing or attempting to influence another person to commit an abuse of the investigation and resolution process; and/or
- Failure to cooperate fully with the IA (applies to employees only).

Students, employees, and third parties who are found responsible for abuse of the investigation and resolution process are subject to the sanctions as described in this policy.

During the investigation, the complainant and the respondent will have an equal opportunity to be heard, submit information and corroborating evidence, identify witnesses who may have relevant information, and submit questions to be asked of the other party. Questions for the other party will be asked by and at the discretion of the IA. The IA will meet separately with the complainant, the respondent, and any witnesses, and will gather other relevant and available evidence and information. The IA may also consult medical, forensic, technological, or other experts when expertise is needed in order to achieve an understanding of the issues under investigation.

Witnesses must (1) have observed the acts in question, (2) have information related to or relevant to the incident, or (3) have information about impact, mitigation, aggravation, and/or character in order to participate in the investigation process.

Investigations provide both the complainant and respondent the same opportunities to have others present during any institutional proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor[16] of their choice. The advisor may be present at any time in which the party participates in the investigation and resolution process, including the filing of the complaint, the interview with the IA, and all other meetings or proceedings related to the investigation and resolution of the complaint. Proceedings will not limit the choice of advisor allowing a party to select any person to be an advisor, including legal counsel.

If the allegations are related to sexual harassment or sex-based misconduct, a party must have an advisor for the hearing to provide guidance and to conduct cross examination. If a party does not have an advisor for a hearing involving sexual harassment or sex-based misconduct allegations, the university will appoint an advisor for the party. To the extent reasonably possible, the university will provide a party without an advisor with a list of trained advisors and allow the party to select an advisor to be appointed from the list.

Restrictions regarding the extent to which the advisor will participate in the proceedings may be established and applied equally to both parties. In all instances, the advisor's participation will be limited to the role of an observer, except that the advisor will (1) conduct the cross examination during a hearing on allegations of sexual harassment and sex-based misconduct and (2) provide support and guidance to their party. An advisor can be barred from being present during the investigation and resolution process if, in the judgment of the IA, the DA, the AA, or the Associate Vice President and Title IX Coordinator, the advisor attempts to advocate on behalf of a party (other than cross-examination), or is otherwise disruptive. All parties, including advisors, are informed of participation restrictions before a proceeding is conducted so that parties understand and respect the limitations.

When the university is made aware that there is a concurrent criminal investigation, CR/T9 may inform the law enforcement agency that a university investigation is also in progress; ascertain the status of the criminal investigation; and determine the extent to which any evidence collected by law enforcement may be available to the university in its investigation.

At the request of law enforcement, the university may temporarily defer part or all of the investigation until after the initial evidence-gathering phase of the law enforcement investigation is complete. The IA will communicate with the parties (as appropriate) about the law enforcement agency's request to the extent allowed by law; the university's obligations and supportive measures; procedural options; anticipated timing; and the implementation of any necessary interim measures for the safety and well-being of all affected individuals.

Standards for the resolution of criminal allegations are different than the standards for resolution of a violation of System Regulation 08.01.01 and/or any other university policy, rule, SAP, or code; therefore, the university will not base its decisions on any law enforcement determination and/or the outcomes of any criminal proceedings.

[16] An advisor is an individual selected by each complainant and respondent to provide guidance, support, or advice during the investigation and resolution process and to conduct cross-examination when a complaint is referred to a formal hearing. An advisor may be an attorney. The university may appoint an advisor of the university's choice for a complainant or respondent for a hearing if either party does not have an advisor present. Advisors may not otherwise represent or speak for the party they are advising. Each party is allowed one advisor, although the university may establish circumstances under which a second advisor would be permitted (e.g., accommodating a party with a disability).

Within 30 business days, the IA will prepare an initial draft investigation report at the conclusion of the investigation and provide it to OGC for review. The initial draft investigation report includes the following but does not contain speculation, opinions, findings, decisions, or recommendations for sanctions[17]:

- statement of the allegation(s)
- listing of individuals interviewed including dates of the interviews
- all inculpatory evidence (evidence that would tend to support a finding that a respondent is responsible for the alleged misconduct) that is directly related to the allegations
- all exculpatory evidence (evidence that would tend to support a finding that a respondent did not commit the alleged misconduct) that is directly related to the allegations
- credibility assessments which may not be based on an individual's status as a complainant, respondent, or witness
- listing of relevant documents attached to the report as exhibits

The IA has the sole discretion to determine the relevance of evidence and whether it should be included in or excluded from the investigation report. OGC will coordinate with SECO and provide its review of the initial draft investigation report to the IA within 10 business days.

The IA will have 5 business days to create a final draft investigation report and share that document electronically with both the complainant, respondent, and their advisors, if any. The university provides parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the university does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence related to the allegations whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation. This includes sending to each party and the party's advisor, if any, the final draft investigation report (with exhibits) subject to inspection and review. Both the report and the collected evidence will be unredacted to the extent allowed by law.

The complainant and the respondent will be given 10 business days to review the final draft investigation report and evidence and submit a written response to the IA for the IA to consider prior to final completion of the investigative report. A party's response may include: (1) written comment or feedback; (2) additional evidence or information; (3) the names of additional witnesses or a request for the collection of other information by the IA; and/or (4) questions to be asked (at the discretion of the IA) of the other parties or witnesses. If a party's response to the final draft investigation report includes new evidence/information/witness names that were not provided to the IA during the original investigation, the party must submit a written explanation as part of the response as to why the evidence/information/witness names were not originally provided to the IA. The IA has the discretion to disregard or accept new information/evidence/witness names. A party may not withhold information/evidence/witness names, refuse to answer question(s) or participate in the original investigation and then provide the information for the first time at party review. The IA must explain to the party proposing the questions any decision to exclude a question as repetitious or not relevant. A party's written response, if any, will be shared with all other parties and incorporated in the investigation report as an exhibit.

[17] The investigation report for a non-sex based civil rights complaint must also include the IA's conclusion, based on the preponderance of the evidence, whether or not the alleged behavior/conduct occurred, did not occur, or there was insufficient evidence to establish that the behavior occurred or not, but will not determine whether or not the behavior establishes a violation of system or university regulations or rules.

While it is the IA's responsibility to undertake a thorough search for relevant facts and evidence and to gather evidence sufficient to reach a determination regarding responsibility, the IA must conclude the investigation within a reasonably prompt time frames and without the power of subpoena.

At the conclusion of the review and respond period, the IA will determine if the final draft investigation report should be amended with any new information or evidence. If necessary, the IA may pursue additional investigative steps and/or amend the final draft investigation report. The IA will have 10 business days to complete this process.

The IA will then have 5 additional business days to prepare a final report (as amended, if applicable), and forward it along with exhibits, responses from the parties, and other information directly related and relevant to the allegations, to OGC and SECO for legal review. OGC and SECO will then have 5 business days to provide feedback to IA. The latter review provided by OGC and SECO may be waived by mutual agreement between the university and OGC/SECO if no substantive changes were made following the initial review. After receiving the legal review, the IA will have 5 business days to finalize the investigation report and submit to the parties and to the DA for decision-making and sanctions.

Circumstances may warrant extensions to the time frames in this section. The IA should send an extension request, if needed, to CR/T9. Both the complainant(s) and the respondent(s) are notified of any extensions in writing.

The respondent is presumed to not have engaged in prohibited conduct until the DA finds that there is sufficient evidence based on a preponderance of the evidence to find that the respondent has violated System Regulation 08.01.01 and/or Rule 08.01.01.M1. If violation(s) are found, the DA may issue sanctions.

Procedures governing the resolution of all sexual harassment and sex-based misconduct allegations
The university's Chief Risk, Ethics, and Compliance Officer will appoint a university official and/or a hearing officer to be the DA. The university official and/or hearing officer will render decisions in cases with allegations against employees, third parties, and students[18].

The DA will review the unredacted final investigation report, the documentary evidence, the record of the hearing (if applicable), and any other relevant information. The DA or designee will provide the final investigative report and exhibits to the parties. The parties will also be provided a pre-hearing conference to review the hearing process as well as to explore any available options for informal resolution. The parties have at least 10 business days to review the final investigative report and to respond in writing to the DA (if desired) prior to the hearing. The DA has the sole discretion to determine the relevance of evidence and whether it should be heard at a hearing. Neither the Texas Rules of Evidence nor the federal Rules of Evidence apply in university hearings. At any time prior to the adjudication of a formal complaint, the parties may seek informal resolution to resolve the complaint.

Unless waived by the parties, following the pre-hearing conference the parties will be given a minimum of 5 business days notice of any formal hearing. The notice must include the date, time, and location of the hearing, as well as instructions for those participating in hearings through online means.

[18] Exceptions: The chancellor or designee will serve as the DA in complaints against the Texas A&M President or an employee who reports directly to the Texas A&M President; a Chief Operating Officer or an employee who reports directly to the Chief Operating Officer; or an employee who works in the department of CR/T9. The chair of the Board of Regents or designee will serve as the DA in complaints against the chancellor or an employee who reports directly to the chancellor.

The DA will conduct a live hearing[19] to allow the parties to question witnesses, submit evidence or information, and to allow the DA and the parties' advisors to cross-examine other parties or witnesses. The complainant and the respondent at a hearing must have an advisor with them. In cases in which a party does not have an advisor, the university will provide a trained advisor to assist them in the hearing process.

Cross-examination of the complainant, respondent, and any witnesses may not be conducted by the opposing party but must be conducted by their advisor. Questions are to be directed to the DA, who will determine whether or not each question will be admitted into the hearing. If a question is deemed repetitious or not relevant, the decision-maker must explain the decision to exclude it. When parties are being subject to cross-examination, the advisor may not answer on behalf of the party.

The DA will preside over the hearing and make final determinations on the relevance of questions and evidence asked during the cross-examination. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the alleged conduct, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. The DA cannot draw an inference regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Following the hearing, the DA will develop a draft result[20] (hereafter called decision), based on the preponderance of the evidence, as to a) whether or not the alleged conduct occurred; and b) whether each allegation is substantiated, unsubstantiated, or there is insufficient information to substantiate that the respondent violated System Regulation 08.01.01 and/or Rule 08.01.01.M1. If applicable, the DA will also include a decision as to whether the respondent violated any other university regulation, code, policy, SAP, or rule. If the DA determines that any regulations, policies, rules, SAPs, or codes have been violated, the DA will consider any information about impact, mitigation, aggravation, and the respondent's character (see factors listed in the Sanctioning Considerations section) and include a decision about sanctions. The DA will submit the draft to SECO within 2 business days. SECO will have a maximum of 3 business days to provide feedback to the DA.

Thereafter, the DA will have a maximum of 3 additional business days to issue a decision letter. The decision letter must be sent simultaneously to notify the parties, in writing, of the decision on responsibility and sanctions except when to do so would violate state or federal law [e.g. Family Education Rights and Privacy Act (FERPA)]. The decision must include any sanctions imposed by the institution. Notwithstanding section 444 of the General Education Provision Act (20 U.S.C. 1232g), commonly referred to as FERPA, the decision letter must include the rationale for the decision and the sanctions[21]. The decision will include information about appealing the decision and/or sanctions.

[19] Hearings will be closed to the public. The university will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review. Physical access to the recording or transcript must be provided upon request for the purpose of preparing an appeal following the hearing. Attendance at a hearing may be in person or may be conducted through remote means, provided that all parties and the DA can see and hear one another in real time during the course of the hearing.

[20] Result is defined as any initial, interim and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanction imposed by the institution.

[21] The decision of the DA will include how the university weighted the evidence and information presented during the hearing, how the evidence and information support the decision and sanctions, and how the standard of evidence was applied.

Decision letters must include (1) identification of the allegations; (2) a description of the procedural steps taken from the receipt of a formal complaint through determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held, if any; (3) a finding for each allegation as to whether the conduct occurred and findings of fact supporting the determination; (4) conclusion regarding the application of the university's conduct standards to the facts; (5) a statement of, and rationale for, the result as to each allegation including a determination regarding responsibility (substantiated, unsubstantiated, or there is insufficient information to substantiate that the respondent violated System Regulation 08.01.01 and/or Rule 08.01.01.M1), any disciplinary sanctions the university imposes on the respondent, and whether remedies designed to restore or preserve equal access to the university's education program or activity will be provided by the university to the complainant, and; (6) the university's procedures and permissible bases for the complainant and respondent to appeal the decision and/or sanctions. If it was alleged that any other system regulations or university rules, SAPs, codes, or policies were violated, there will be a statement of responsibility as to these allegations as well. The decision on responsibility made by the DA does not constitute an employment action with respect to faculty and non-faculty employees. Any sanction against an employee, imposed as a result of a substantiated finding, will constitute an employment action.

If for any reason there is reasonable cause for the university to delay the issuance of the decision letter, this will be communicated to the parties by the DA or designee. If a student respondent withdraws or graduates from the university pending the resolution of a complaint, the process will continue, and the university will not issue a transcript on behalf of the student until the conclusion of the process.

Upon request by another postsecondary educational institution, the university must provide to the requesting institution any determination that a student violated the university's code of conduct by committing sexual harassment, sexual assault, sex-based misconduct, dating violence, domestic violence, and/or stalking based on sex.

The goal is to resolve complaints in a reasonably prompt timeframe; however, extenuating circumstances requiring additional time may necessitate an extension for good cause. Written notice of the delay and the reason for the delay is provided to the complainant and the respondent by CR/T9 or designee.

Procedures governing the resolution of all other civil rights complaints (pay disparities and/or program inequities, excluding hostile environment, and allegations other than sexual harassment and sex-based misconduct)

The following are the resolution procedures for pay disparities and/or program inequities, excluding hostile environment, and non sex-based complaints based on race, color, religion, national origin, age, disability, genetic information, and/or veteran status. When a complaint involves allegations of misconduct that involve both sex-based allegations and allegations of other civil rights violations, the process shall be conducted under the requirements established for sex-based offenses.

The DA will review the unredacted final investigation report (see footnote 17), the documentary evidence, and any other relevant information. If the DA has substantial doubts about the thoroughness, fairness, and/or impartiality of the investigation, the DA may refer the matter back to the IA with further instructions, which could include the appointment of a different IA. At any time prior to the adjudication of a formal complaint, the parties may seek informal resolution to resolve the complaint.

The DA will develop a draft decision (see footnote 20), based on the preponderance of the evidence, as to a) a finding for each allegation as to whether conduct occurred; and b) a finding of responsibility for each allegation: substantiated, unsubstantiated, or there is insufficient information to substantiate that the respondent violated System Regulation 08.01.01 and/or Rule 08.01.01.M1. If it was alleged that any other

system regulations or university rules, SAPs, codes, or policies were violated, there will be a statement of responsibility as to these allegations as well.

The DA will submit the draft decision to OGC within 5 business days after receiving the final investigation report and consult, as needed, with respect to sanctioning. OGC will coordinate with SECO and provide its review of the draft decision within 5 business days. For a complaint against a student, it may be impractical for OGC to review the intended decision prior to issuance by the DA. Universities are therefore exempt from obtaining OGC review of the decision, for student complainants, prior to issuance but may request assistance from OGC and SECO when needed.

The DA will have 5 business days to finalize the decision and simultaneously notify the parties, the IA, and any other university official with a need to know, in writing, of the decision and sanctions. In cases in which the allegations are substantiated, the final decision will also be provided to an employee respondent's supervisor. The decision must include any sanctions imposed by the institution. Notwithstanding section 444 of the General Education Provision Act (20 U.S.C. 1232g), commonly referred to as FERPA, in the decision, the DA will state the rationale for the decision and the sanctions, if any (see footnote 21). The final decision will include instructions for appealing the decision and/or sanctions.

Circumstances may warrant extensions to the time frames in this section. The DA should send an extension request, if needed, to the office or individuals who appointed them. Both the complainant(s) and the respondent(s) should be notified of any extensions in writing.

Sanctioning Considerations

In determining appropriate sanctions, many factors may be considered. Factors include, but are not limited to:

- the expressed wishes of the complainant(s),
- the nature of the conduct,
- the impact of the conduct on the complainant(s) and university community and the need to protect the safety of the university community,
- prior disciplinary history of the respondent,
- whether the respondent has accepted responsibility for the conduct,
- the necessity of any specific action in order to eliminate the discrimination, harassment, and/or retaliation and prevent its recurrence, as well as the need to remedy its effects on the complainant(s) or other university community members and/or
- any other mitigating, aggravating, or compelling circumstances.

Sanctioning for Employees

If an employee is found to have engaged in sexual harassment or sex-based misconduct, the sanction will be termination of employment. If an employee is found to have engaged in conduct prohibited by System Regulation 08.01.01 and/or Rule 08.01.01.M1 (other than sexual harassment and/or sex-based misconduct), the DA may assign appropriate sanction(s) which may have educational, restorative, punitive, and rehabilitative components. Sanctions include written warning or reprimand, required training and/or attendance at counseling, no contact directives, probation, suspension, and termination.

If an employee is found responsible for violating any other rule, policy, SAP, code, or regulation, the DA may assign appropriate sanction(s) or may refer the sanctioning to any other appropriate university administrator.

Sanctioning for Students

If a student is found responsible for sexual harassment or sex-based misconduct, the student will be sanctioned in accordance with the Texas A&M University Title IX Cumulative Student Sanctioning Matrix which is described in the following table. Behavior examples identified in the table are not intended to represent an exhaustive listing of sexual harassment or sex-based misconduct. If a student is found responsible for engaging in any other form of conduct prohibited by System Regulation 08.01.01 or Rule 08.01.01.M1, or if the student is found responsible for violating any other university rule or System regulation, the DA will assign appropriate sanctions which may have educational, restorative, and rehabilitative components and/or may place a student in a probationary or review status or separate the student from the university.

Sexual Harassment			
Stage 1 Sanction	Stage 2 Sanction	Stage 3 Sanction	Stage 4 Sanction
Severe, persistent, and objectively offensive sexual innuendos, jokes, remarks, questions, gestures, and/or gifts of a sexual nature	Any one or the combination of Stage 1 behaviors, plus:	Any one or the combination of Stage 1 and/or Stage 2 behaviors, plus a behavior from another category	Any one or the combination of Stage 1, Stage 2 and/or Stage 3 behaviors, plus a behavior from another category
Display of sexually explicit visual material	A behavior from another category		
Unwelcome kissing or non-fondling sexual touching	Offering to trade an education benefit for a date or sexual favors		
Dating or Domestic Violence			
Stage 1 Sanction	Stage 2 Sanction	Stage 3 Sanction	Stage 4 Sanction
Intimidation: Using actions, gestures, and tone of voice to indicate a threat of violence	Any one or combination of Stage 1 behaviors, plus:	Any one or combination of Stage 2 behaviors, plus:	Any one or combination of Stage 1, Stage 2 and/or Stage 3 behaviors
	Preventing complainant from calling for help	Displaying weapons and/or throwing objects at a person with potential to injure	
	Destruction of property		
	Physical abuse: Pushing, shoving, hair-pulling, scratching, and/or hitting		
Stalking			
Stage 1 Sanction	Stage 2 Sanction	Stage 3 Sanction	Stage 4 Sanction
Repeated, unsolicited phone calls, emails, texts, and/or gifts to another person and/or their family/household	Any one or combination of Stage 1 behaviors, plus:	Any one or combination of Stage 1 and/or Stage 2 behaviors, plus a behavior from another category	Any one or combination of Stage 1, Stage 2 and/or Stage 3 behaviors
Repeatedly following another person or conducting surveillance of another person and/or their family/household	Second violation of stalking		
	Repeated, unsolicited visits to another person's home, business, and/or class, and/or that of their family/household		
	Repeated, unsolicited contact or attempts to contact via social media		
	Assuming another's identity in order to make contact with complainant		
Sexual Exploitation			
Stage 1 Sanction	Stage 2 Sanction	Stage 3 Sanction	Stage 4 Sanction
Viewing of nudity or engaging in sexual behaviors without attempts to shield others	Any one or combination of Stage 1 behaviors, plus:	Any one or combination of Stage 1 and/or Stage 2 behaviors, plus:	Any one or combination of Stage 1, Stage 2 and/or Stage 3 behaviors, plus:

Allowing others to observe sexual activity without the other person's consent	Taking or transmitting images or videos of another person in a sexual, intimate, or private act without that person's consent	Engaging in sexual activity while knowingly infected with an STD without the other person's knowledge	Prostituting another person
	Distributing sexual or intimate images or recordings of another person without that person's consent	Indecent exposure	
	Collecting, creating, viewing and/or distributing child pornography/sexual images of those under 18		
Sex-based Misconduct			
Stage 1 Sanction	Stage 2 Sanction	Stage 3 Sanction	Stage 4 Sanction
Severe, persistent, or pervasive sexual innuendos, jokes, remarks, questions, gestures, and/or gifts of a sexual nature	Any one or combination of Stage 1 behaviors, plus a behavior from another category, plus:	Any one or combination of Stage 1 and/or Stage 2 behaviors	Any one or combination of Stage 1, Stage 2 and/or Stage 3 behaviors
Display of sexually explicit visual material	Offering to trade an education benefit for a date or sexual favors		
Unwelcomed kissing or non-fondling sexual touching			
Allegations of sexual harassment, sexual assault, dating violence, domestic violence, and/or stalking based on sex that are dismissed from the Title IX process under 08.01.01 Section 4.2.10(d) and (e)			
Sexual Assault			
Stage 1 Sanction	Stage 2 Sanction	Stage 3 Sanction	Stage 4 Sanction
n/a	Fondling of breasts, groin, genitals, or buttocks above or below clothing	A Stage 2 behavior and/or:	Any one or combination of Stage 2 and/or Stage 3 behaviors with predation[22]
		Oral sex	
		Penetration (by sex organs)	
		Penetration (by means other than sex organs)	
		Incest	
		Statutory rape	
Retaliation			
Stage 1 Sanction	Stage 2 Sanction	Stage 3 Sanction	Stage 4 Sanction
n/a	Threats in retaliation for reporting sexual misconduct, dating/domestic violence, and/or stalking	A Stage 2 behavior and/or:	Any one or combination of Stage 2 and/or Stage 3 behaviors
		Intimidation or physical abuse in retaliation for reporting sexual misconduct, dating/domestic violence, and/or stalking	

[22] Predation is an intent to engage in acts of misconduct prior to its occurrence, demonstrating premeditation, planning or forethought. Predation is reflected in communicated intent (physical, verbal, visual, or written), threats directed at a party, attempts to incapacitate a party, attempts to isolate a party, utilizing physical force or violence, or other actions that a reasonable person would construe as a pre-meditation to engage in actions that are unwanted by/against the recipient. Committing any of these actions with an individual under the age of consent is also considered predatory.

The Stage 4 sanction is expulsion. The Stage 3 sanction is suspension. The Stage 2 sanction is conduct probation – not in good standing[23]. Stage 1 sanctions include conduct probation – in good standing, restrictions, restitution, community/university service, educational requirements, and letters of reprimand. Texas A&M University sanctions are defined below.

Texas A&M Student Sanctioning Matrix - Stage 4 Sanctions

Expulsion: Separation of the student from the university whereby the student is not eligible for readmission to this University.

Texas A&M Student Sanctioning Matrix - Stage 3 Sanctions

Letter of Enrollment Block: A letter stating that the student may not reenter Texas A&M University without prior approval through CR/T9 or the Vice President for Student Affairs or designee if enrollment has been blocked for a previous student conduct problem.

Suspension: Separation of the student from the university for a definite period of time. The student is not guaranteed readmission at the end of such period of time, but is guaranteed a review of the case and a decision regarding eligibility for readmission. The suspension takes effect when the appeal for the offense is exhausted, waived or time limit has passed. Suspensions may be implemented in one of two ways: immediate implementation of suspension or deferred implementation of suspension. The sanction of suspension may be placed in deferred status. If the student is found in violation of any university's regulations, policies, rules, codes, or SAPs during the time of deferred suspension, the suspension takes effect immediately without further review. Additional student conduct sanctions appropriate to the new violation also may be applied. A student who has been issued a deferred suspension sanction is deemed "not in good standing" with the university.

At the end of the suspension period, the student is eligible for reenrollment. Actual admission to the university will be determined by the academic rules in place at the time of application for reenrollment. If admitted, the student is required to attend a mandatory meeting with the Student Community Standards (979-847-7272) prior to course registration.

Texas A&M Student Sanctioning Matrix – Stage 2 Sanctions

Conduct Probation – Not in Good Standing: An official warning that the student's conduct is in violation of Texas A&M University regulations, policies, rules, codes, or SAPs, but is not sufficiently serious to warrant expulsion or suspension. A student on conduct probation is deemed "not in good standing" with the university (see footnote 23). If there is a finding of responsibility for subsequent violations of the university's regulations, policies, rules, codes, or SAPs during this period of time, more severe sanctions may be administered.

Texas A&M Student Sanctioning Matrix – Stage 1 Sanctions

Conduct Probation – In Good Standing: An official warning that the student's conduct is in violation of Texas A&M University regulations, policies, rules, codes, or SAPs, but is not sufficiently serious to warrant expulsion, suspension, or conduct probation – not in good

[23] A student who is not in good standing is subject to the following restrictions: (1) Ineligibility to hold an office in any student organization recognized by the university or to hold any elected or appointed office of the university. (2) Ineligibility to represent the university in any way, including representing the university at any official function, intercollegiate athletics or any forms of intercollegiate competition or representation. This includes events taking place both on and off of the university campus. (3) Ineligibility to receive a university administered scholarship when the length of the period of not in good standing is greater than one semester. Some scholarships adhere to more strict guidelines, and, therefore, ineligibility may result from a lesser length of not in good standing. This sanction implies a serious offense and must be uniformly applied by the office administering the scholarship upon notification by CR/T9. (4) Additional restrictions or conditions also may be imposed, depending on the nature and seriousness of the misconduct.

standing. A student on conduct probation – in good standing shall have their conduct under review for a specified period of time. This sanction may require regular meetings with an appropriate official to ascertain and evaluate compliance with student rules. Additional restrictions or conditions also may be imposed, depending on the nature and seriousness of the misconduct. Students placed on this sanction remain in good standing with the university. If there is a finding of responsibility for subsequent violations of regulations, policies, rules, codes, or SAPs during this period of time, more severe sanctions may be administered.

Restrictions: The withdrawal of specified privileges for a definite period of time, but without the additional stipulations contained in the imposition of a sanction which results in a student being not in good standing. The restrictions involved will be clearly defined.

Restitution: A payment for financial injury to an innocent party in cases involving theft, destruction of property or deception. The assessed costs to be paid may be in addition to receipt of any of the above sanctions.

Community/University Service: A student may be offered an opportunity to complete a specified number of hours of community/university service. The type of community/university service must be approved by the respondent's CR/T9 Case Manager.

Educational Requirements: A provision to complete a specific educational requirement. Such educational requirements may include, but are not limited to, completion of an alcohol education workshop, an ethics and decision-making workshop, essays, reports, reflective writing assignments, etc.

Letter of Reprimand: A letter that makes a matter of record any incident that reflects unfavorably on the student or the university.

Minimum Sanctions

In addition, students found responsible for committing dating or domestic violence and/or non-consensual sexual penetration of another person will be subject to a minimum sanction of a one-year suspension, in the absence of significant mitigating factors. Students found responsible for these acts who have demonstrated predation for the purpose of carrying out these acts will be subject to permanent expulsion.

Students found responsible for committing acts of sexual harassment, sexual assault, dating violence, domestic violence, stalking based on sex, and/or any other sex-based misconduct who are allowed to return after a suspension of one year or more will be ineligible to hold an office in any student organization, ineligible to represent the university in any way (including intercollegiate athletics or other competitions, both on and off campus), and ineligible to receive an institutional scholarship, in the absence of significant mitigating factors.

Campus Housing Sanctions

In addition to the sanctions specified in the Texas A&M University Title IX Cumulative Student Sanctioning Matrix, occupants of each residence hall, by majority vote, have the power to establish additional "in house" rules approved by the Department of Residence Life. Generally, "in house" rule infractions are handled by Residence Life staff. Campus housing sanctions are described below.

Loss of Campus Housing Privilege: Removal from university housing for conduct reasons.

Deferred Loss of Campus Housing Privilege: The sanction of loss of campus housing privilege may be placed in deferred status. If a student is found in violation of any university rule during the time of the deferred sanction, removal from housing takes effect immediately without further review. Additional student conduct sanctions appropriate to the new violation also may be taken. In addition, a student is ineligible to hold an elected or appointed office in any affiliated housing organization. This includes but is not limited to the following offices/positions: president, vice president, secretary, treasurer, Residential Housing Association delegate.

Campus Housing Probation: An official notice that the student's conduct is in violation of residence hall rules, university apartments rules and/or university rules and that more stringent student conduct sanctions, including removal from housing, may result if future violations occur. In addition, a student is ineligible to hold an elected or appointed office in any affiliated housing organization. This includes but is not limited to the following offices/positions: president, vice president, secretary, treasurer, Residential Housing Association delegate.

Corps of Cadets Sanctions

In addition to any of the sanctions listed in this section, members of the Corps of Cadets are subject to disciplinary action in accordance with Corps Operations Manual.

Appeals procedures governing the resolution of all sexual harassment and sex-based misconduct allegations

An appeal of the Title IX Coordinator's complaint dismissal, hearing decision, and/or sanctions related to an allegation of sexual harassment or sex–based misconduct may be made by the complainant and/or the respondent. The AA, the individual or panel responsible for rendering appeal decisions, is assigned based on the status of the respondent in accordance with the following table. AAs shall not have had any previous involvement and/or participation in the investigation and/or decision pertaining to an appeal under review.

If the allegations are against a:	Student	Non-Faculty Employee (including administrative appointment held by faculty member) and Third Party	Faculty Employee
Then the AA is:	University Disciplinary Appeals Panel (UDAP) https://student-rules.tamu.edu/rule58/	Vice President for the Division of Human Resources and Organizational Effectiveness or designee https://policies.tamus.edu/32-01-02.pdf	Provost and Vice President for Academic Affairs or designee who may seek an advisory opinion from the University Committee on Faculty Disciplinary Appeals (UCFD) before rendering decision

All appeals will be confined to a review of the record from the investigation and any relevant evidence, as well as the DA's decision as related to the grounds for appeal. The appeal does not create entitlement to a new investigation. The appeals process carries a presumption that the original decision was correct unless a preponderance of the evidence demonstrates that one or more of the conditions of the appeal are met, and that either or both parties were deprived of a fair process.

Appeals must be submitted in writing and must include a statement outlining the basis for the appeal[24] and any evidence which supports the appeal. Appeals must be filed at the location and within the timeframe dated in the DA's written notice of the decision (within 5 business days of notification of the decision). Decisions made by the DA shall not be final until an appeal deadline is passed, or when the appeal process is exhausted, or when all parties choose not to appeal.

To be a valid appeal, the appeal must: (1) be filed at the location and within the time frame stated in the DA's written notice; (2) identify one of the bases for appeal (see footnote 24); and (3) provide credible information or evidence substantiating the identified bases for appeal.

If the AA determines that an appeal is not valid, the AA will provide simultaneous written notice to the parties and CR/T9 that no valid appeal was filed and that the decision of the DA is final and the case is closed.

If a timely and valid appeal is filed by either party, the other party will be notified as soon as practical thereafter by the AA. The parties will be given 3 business days to review the appeal and submit a written response a) that provides support for or challenges the decision by the DA, and b) that responds to the appeal bases submitted by the appealing party. Any written response must be submitted to the AA.

The AA will review the Title IX Coordinator's letter of dismissal, the investigation report, the DA's decision, the documentary evidence, the record from the hearing (if applicable), or any other relevant information and render a written decision on the appeal. If both parties file a valid appeal, the AA will review both appeals and will render decisions accordingly.

The AA will render one or more of the following written decisions:

- Affirm the DA's decision on responsibility and, if applicable, the sanctions. There are no relevant issues of concern related to the ground(s) of the appeal, and, therefore, the decision is affirmed and final.
- Remand the complaint back to the DA because new evidence, not reasonably available at the time the determination regarding responsibility or dismissal was made, appears to be relevant and could have significantly affected the outcome of the decision on responsibility, dismissal of the complaint, or the sanctions. The DA will reconvene the hearing for the limited purpose of considering the new evidence. The DA will issue a new decision which may be appealed by the parties in accordance with the previously described appeal procedures.
- Remand the complaint back to the DA with an instruction to correct the procedural error or omission. If the procedural error occurred in the investigation phase, the DA will instruct the IA to correct the procedural error or omission and amend the Investigative Report, as appropriate. The IA will then submit the amended investigative report to the parties for review and response and then to the DA for a new decision in accordance with formal resolution procedures. If the procedural error occurred in the resolution phase, the DA will correct the procedural error or omission and then issue a new decision in accordance with the formal resolution procedures. The new decision of the DA may be appealed by the parties in accordance previously described appeal procedures.

[24] Results (decision and/or sanctions) or dismissal of a complaint can be appealed on any of all of the following bases, as applicable: (a) A procedural irregularity that affected the outcome; (b) New evidence, not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter. The new evidence must be provided at the time of the appeal through the designated mechanism for filing an appeal; (c) The Title IX Coordinator, investigator(s) or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; or (d) The appropriateness or severity of the sanctions. If an employee was found to have sexually harassed another member of the university or agency community, the appropriateness or severity of the sanction cannot be appealed.

- Remand the complaint to 1) CR/T9 or 2) SECO with the instruction to remedy a bias by the IA or DA or the Title IX Coordinator. If bias was present in the IA, CR/T9 will appoint a new IA to review the investigation, collect additional evidence or information as appropriate, and follow the investigation requirements as outlined in the formal resolution procedures. A new report will be written and provided to the DA for a new hearing. If the bias was present in the DA, CR/T9 will appoint a new DA to re-hear the case with the existing investigation. If the bias was present in the Title IX Coordinator, SECO will appoint a new staff member to address the influence of the Title IX Coordinator on the case.
- Modify the decision on sanctions because the sanctions given were inappropriate or disproportionate to the severity of the conduct after considering all the circumstances[25]. The AA will impose new sanctions, which are final.

Notwithstanding section 444 of the General Education Provision Act (20 U.S.C. 1232g), commonly referred to as FERPA, the AA will render a written decision simultaneously to the parties that includes a rationale for the decision as to each of the grounds appealed, changes occurring based on appeal, and when such results become final (see footnote 21).

To the extent reasonably possible:

- For student respondents: The AA will provide the written decision simultaneously to the parties and CR/T9 within 10 business days following the 3 business day review deadline. AAs are exempt from obtaining OGC review of decisions for student respondents prior to issuance but may request assistance from OGC and SECO when needed.
- For employee or third-party respondents: The AA will provide a draft decision to OGC for review within 5 business days following the 3 business day review deadline. System Office officials will provide its review of the draft decision to the AA within 5 business days. To the extent possible, the AA will provide a final written decision simultaneously to the parties and CR/T9 within 5 business days of receipt of the review from the System Office. If the complaint on appeal is substantiated, the respondent's supervisor will also be informed.

The decision of the AA is considered be final and binding on all involved parties.

Circumstances may warrant extensions to the timeframes outlined in this section. The AA may send an extension request to the office or individual who appointed them with a rationale for an extension. If the extension is granted, the AA will notify the parties and CR/T9 in writing.

Appeal procedures governing the resolution of other complaints (allegations other than sexual harassment and sex-based misconduct)

Any employee disciplined pursuant to this regulation may appeal that action in accordance with System Policy 12.01, Academic Freedom, Responsibility and Tenure; System Policy 32.01, Employee Complaint and Appeal Procedures; System Regulation 32.01.01, Complaint and Appeal Process for Faculty Members; System Regulation 32.01.02, Complaint and Appeal Process for Nonfaculty Employees; and/or other system policies or regulations as appropriate.

[25] If an employee was found to have sexually harassed another member of the university or agency community, the AA may not render a decision which modifies the sanctions.

Any student receiving a sanction of separation (expulsion or suspension) pursuant to this regulation may appeal the sanction in accordance with the code of conduct for student grievances, Student Rule 51. Student Conduct Separation and Appeal.

Extensions

The university will make every reasonable effort to comply with the timelines contained in this procedure. However, extensions may be obtained by the IA, DA, or AA, as appropriate under the circumstances. Time frames for the receipt, investigation, and adjudication of complaints may be extended for good cause. Good cause is to be determined by the university in consultation with OGC and SECO and reasonable extensions may be granted at the discretion of the university. Circumstances that warrant an extension may include, but are not limited to:

- Temporary unavailability of the complainant(s), respondent(s) or witnesses;
- Delays in issuance and/or receipt of information to or from the IA;
- Temporary unavailability of the IA, DA, or AA due to illness, family needs or professional commitments;
- Holidays or other periods when the complainant, respondent, witnesses, or other university employees may be unavailable; and/or
- New allegations, new evidence, new witnesses, or any other fact or circumstance that would require further investigation.

All requests for extensions must be justified in writing and shall be sent by the IA, DA, or AA to DREC for review and approval by the Chief Risk, Ethics, and Compliance Officer or designee. CR/T9 will simultaneously notify the complainant and respondent in writing of any extensions and the reason for the extensions.

Dismissals under Title IX

Cases involving allegations of sexual harassment, sexual assault, and dating violence, domestic violence, and/or stalking based on sex are subject to mandatory or discretionary dismissal from the Title IX process[26] under federal law. However, at the discretion of the Title IX Coordinator, in consultation with OGC and SECO, cases dismissed from the Title IX process may be subject to investigation and adjudication as sex-based misconduct which provides for the same investigation and resolution process as cases meeting sexual harassment under Title IX.

Mandatory dismissals

If the conduct alleged in the formal complaint would not constitute sexual harassment as defined even if proved, did not occur in the university's education program or activity, or did not occur against a person in the United States, then the university must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX only. Such dismissal does not preclude action under

- Sex-based Misconduct procedures or
- Another provision of the university's conduct standards.

[26] Complaints will be processed under Title IX if all of the following apply: (1) The university has actual knowledge of a notice of sexual harassment or a complaint involving allegations of sexual harassment, sexual assault, and/or dating violence, domestic violence, and stalking based on sex to the Title IX Coordinator or any university official who has authority to institute corrective measures and redress harassment on behalf of the university including Deputy Title IX Coordinators, the Chief Risk, Ethics and Compliance Officer, the Director of Employee Relations, the Vice President for Human Resources, Faculty Affairs, the Vice President for Student Affairs or designee. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge; (2) A formal complaint is filed by the complainant or signed by the Title IX Coordinator; (3) The alleged behavior/conduct must have occurred against a person while in the United States; (4) At the time the formal complaint was filed, the complainant was participating or attempting to participate in the university's education program or activity. This includes an enrolled student, an employee, and applicants for admission or employment at the university; and (5) The alleged conduct meets the definition of sexual harassment as set forth in this policy.

Discretionary dismissals

The university may dismiss a formal complaint for the purposes of sexual harassment under Title IX if the complainant notifies the Title IX Coordinator in writing that the complainant wishes to withdraw it, if the respondent is no longer enrolled or employed by the university, or if specific circumstances prevent the university from collecting evidence sufficient to reach a determination (for example, when the complainant has ceased participating in the process; in certain fact specific cases when the passage of time precludes the collection of sufficient evidence; when complainant's identity is not known; and when the exact same allegations have already been investigated and adjudicated). Such dismissal does not preclude action under

- Sex-based Misconduct procedures or
- Another provision of the university's conduct standards.

Upon a dismissal required or permitted pursuant to the above, the university must promptly send written notice of the dismissal and the reason(s) therefore simultaneously to the parties. The parties must be given the opportunity to appeal a dismissal to the designated AA in accordance with the appeal procedures referenced above.

Primary Prevention and Awareness Programs[27]

The university engages in primary prevention programs that are directed at incoming students and new employees. The primary programs are defined as programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexual interactions, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Texas A&M University provides relevant and accessible primary prevention and awareness education to incoming students and new employees to clearly define sexual assault, dating violence, domestic violence, stalking, and consent in reference to sexual activity (as defined by the institution, the purposes for which the institutional definition is used, and as defined in the applicable jurisdiction). The program identifies sexual assault, dating violence, domestic violence, and stalking as conduct prohibited by the university and provides information regarding bystander intervention, risk reduction in recognizing warning signs of abusive behavior, ways to avoid potential attacks, and victims' rights and options. The training includes procedures victims should follow if sexual assault, dating violence, domestic violence, or stalking occurs and procedures the institution will follow when one of these behaviors is reported. This includes, but is not limited to, the importance of preserving evidence; options for notifying law enforcement and campus authorities; procedures for institutional disciplinary action and conduct proceedings; possible sanctions following a proceeding; on-campus and community resources (existing counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services); rights and options for obtaining lawful orders; options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or supportive measures; how the institution will protect the confidentiality of victims and other necessary parties; and protection from retaliation.

[27] For the purposes of this section awareness programs means community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Programs to prevent dating violence, domestic violence, sexual assault, and stalking means comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Primary prevention and awareness programs offered by the university include the following:

- Substance Misuse and Violence Prevention (SMVP) within Student Life facilitates a session at New Student Conferences (orientations) that includes bystander intervention, consent, and options for reporting discrimination, harassment, and sexual violence. The session is mandatory for incoming, undergraduate freshmen and transfer students.
- Similar sessions are provided by Student Life to incoming graduate and professional students at new graduate student orientations overseen by the Graduate and Professional School (GPS). Primary prevention and awareness information is provided at these orientations in addition to related institutional procedures and resources. Prior to the fall semester, the GPS orientation materials are also emailed to the entire university graduate community, including to those at satellite locations, and published online.
- The university requires a mandatory online training module (Sexual Assault Prevention) focused on sexual harassment, sexual assault, dating violence, domestic violence, and stalking. Each long semester, the training is sent to all incoming Texas A&M University undergraduate, graduate, and professional students. New students are required to complete this training at all campuses with the exception of Texas A&M University Qatar.
- The new student handbook, available to students electronically through a link they receive in an email from Student Life, contains information on sexual assault, dating violence, domestic violence, and stalking; awareness; rights; resources; and options available through the CR/T9 department.
- Crime prevention and safety information, some specifically targeting sexual violence, date rape, and stalking, is shared online through the New Student Conference Resource Table website.
- New employees receive primary prevention information through a web-based *Creating a Discrimination Free Workplace* training mandated by The Texas A&M University System. All employees are required to complete the training every two years thereafter.

Ongoing Prevention and Awareness Campaigns

The university engages in ongoing prevention and awareness campaigns that are directed at students and employees. The ongoing campaigns are defined as programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking using a range of strategies with audiences throughout the institution. The same information included in the institution's primary prevention and awareness programs is incorporated into ongoing prevention and awareness campaigns. The university supports ongoing campaigns for students and employees to promote awareness and preventions of sexual assault, dating violence, domestic violence, and stalking as described below.

Ongoing prevention and awareness campaigns offered by the university include the following:

SMVP within Student Life provides Green Dot Bystander Intervention training that addresses the dynamics and frequency of sexual assault; safety against and prevention of sexual assault, dating violence, domestic violence, and stalking; recognizing signs of unhealthy relationships; and active bystander intervention. Through Green Dot training, participants learn how to use the 3 D's (direct, delegate, and distract) to intervene in any acts of power-based personal violence they may witness. SMVP furthers prevention of power-based interpersonal violence at the university by offering Green Dot and other education and training on the topics of bystander intervention, consensual language, healthy relationships, and responding to and assisting survivors of sexual assault. These programs occur throughout the year and are available upon request (https://studentlife.tamu.edu/hp/presentations/, smvp@tamu.edu or 979-845-0280). Presentations are provided for classes, student organization meetings, orientations, residence hall programs, and other events. Green Dot related training is available at the School of Law for students and employees annually through the Office of Student Affairs.

SMVP also facilitates the implementation of STAND Up training, which provides information to faculty, staff, and students regarding how to have trauma-informed conversations with individuals impacted by interpersonal violence. This training covers definitions, self-care techniques, listening skills, the neurobiology of trauma, reporting requirements, and campus and community resources for individuals impacted by interpersonal violence.

Student Life offers the following prevention and awareness presentations designed for general student audiences both virtually and in-person upon request:

- Alcohol: Know the Basics - The key topics covered are designed to ensure participants can make healthy life decisions when choosing to drink.
- Consent and Alcohol: Do They Mix? - This workshop builds an understanding of how alcohol use impacts memory, and how this affects consensual communication required for healthy sexual activity.
- Consent 101 - This workshop provides evidence-based, foundational knowledge of consent and how to practice and communicate this as a part of healthy relationships.
- Healthy Relationships - The purpose of this lesson is to understand the behaviors and actions that define healthy, unhealthy, and abusive relationships.
- Interpersonal Violence Prevention 101 - This workshop is an introduction to understanding different types of violence and abuse experienced across the lifespan, and the health-related consequences that someone may experience as a result of being directly or indirectly affected by interpersonal violence.
- In Their Shoes - A revolutionary community education tool, In Their Shoes® is designed for experiential learning about dating violence.
- Think Outside the Gender Box - This activity-based workshop helps students understand how gender norms and stereotypes may influence our expectations of those who cause harm or are harmed, and how we react to those individuals.

Pregnant & Parenting Student Services provides support for pregnant and parenting students and functions as a resource and referral center. Student Life can be contacted to assist parenting students at https://studentlife.tamu.edu/program-areas/, Student Parent Liaison - studentlife@tamu.edu, or 979-845-3111. CR/T9 can be contacted to assist students who are pregnant or have related conditions at https://titleix.tamu.edu/title-ix-and-pregnancy-students/, TIX.Pregnancy@tamu.edu, or 979-845-8116. In the Fort Worth area, the Women's Resource Center of Tarrant County provides advocacy, education, prevention programs and support service for students, faculty, and staff and can be contacted at (817) 927-2737, http://womenscentertc.org/.

The university developed the Step In. Stand Up. campaign to create a culture of awareness that does not tolerate incidents of sexual violence. A large group of student leaders were involved to assist in crafting the message and the campaign logo with the intention of reaching a broad campus population. The campaign asks supporters to "step in" as active bystanders to prevent incidents of sexual violence from occurring and to "stand up" to support survivors. Special efforts are made during sexual assault awareness month that include providing resource tables, facilitating pledge banner signatures, distributing t-shirts, and hosting speakers who advocate for social change and awareness. A website for the campaign includes an online pledge of commitment, university-wide statements of support, campus and community resources, and information on how to report sexual violence (http://stepinstandup.tamu.edu/).

The Office of the Vice President for Student Affairs provides an online resource for new faculty and staff to assist them in responding to individuals who may exhibit behavior that is concerning. The guide includes information about identifying sexual harassment, sexual assault, dating violence, domestic violence, and/or stalking, reporting requirements and procedures, and limits on requests for confidentiality in response to

individuals who disclose related incidents. The guide can be found online at https://tellsomebody.tamu.edu/recognize/.

CR/T9 provides Title IX presentations to various Texas A&M University student, staff, and faculty groups multiple times per year and upon request. The presentations include and explanation of the federal law and Texas A&M University's institutional policies, reporting procedures, response, and disciplinary proceedings. CR/T9 also conducts presentations on trauma informed response to campus personnel such as the Office of the Commandant.

The Division of Human Resources and Organizational Effectiveness offers training for employees that focuses on competencies to enhance workplace relationships and improve performance. Competencies include interpersonal style and communication, valuing differences, people/team management and development, conflict management, project and change management, customer service, problem solving, process improvement, and adaption to change. Other online courses are offered that provide guidance in following university policies and rules and reporting and addressing complaints.

CR/T9 maintains a webpage https://titleix.tamu.edu/our-stats/ containing annual statistics related to reports of sexual harassment, sexual assault, dating violence, or stalking alleged to have been committed by or against a person who was a student enrolled at or an employee of the institution at the time of the incident. The webpage also includes the institution's campus climate survey conducted to capture student voices concerning sexual assault and misconduct and gain a better understanding of each student's experiences and opinions about sexual harassment and sexual violence within the campus community.

The Title IX webpage, http://titleix.tamu.edu/, describes university resources, assistance, educational opportunities, and reporting procedures for campus community members impacted by sexual violence, sexual harassment, and other illegal discrimination. CR/T9, Student Life, and UPD provide information for students, faculty, and staff who wish to report any form of sexual discrimination or harassment. The Step In. Stand Up. website referenced above also includes information on these topics.

A notice of non-discrimination and abuse is sent to all Texas A&M University students and employees by CR/T9 at the beginning of the fall and spring semesters regarding reporting procedures and requirements related to incidents of illegal discrimination, sexual harassment (including sexual assault, dating violence, domestic violence, and stalking), and related retaliation. A School of Law webpage called Student Wellness Resources provides similar information concerning resources, rights, and options available in response to sexual harassment, sexual violence (including dating violence, domestic violence, and stalking), reporting, and other institutional assistance.

All students and employees are provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services and resources available for individuals both on-campus and in the community. The written notification is provided to students and employees by CR/T9 through an annual email (fall semester) that contains information about how to report incidents, applicable policies, and other available options in addition to existing services and resources.

Bystander Intervention and Risk Reduction[28]

Everyone has a role in changing community knowledge, attitudes and behaviors. Change happens as each person is able to identify risky situations and take action to confront, interrupt, or prevent acts of sexual violence. Bystander intervention programs can help individuals observe a situation and determine an appropriate intervention where someone could use some help. Bystander intervention means just that; people taking care of others. If you find a friend in a situation that concerns you, consider the following strategies to intervene safely and effectively.

- Create a distraction to interrupt the flow of events
- Involve others to help you
- Make an excuse to remove a friend from the situation
- Point out the unwanted behavior in a safe and respectful manner
- Call for help, if needed

Sexual assault is never a victim's fault. However, there are ways that may reduce the risk of being sexually assaulted including being prepared, alert, and assertive. Consider the following tips:

- Be aware of your surroundings
- Practice responsible drinking; alcohol is a factor in many sexual assaults
- Never leave your drink unattended
- Don't accept drinks from someone you don't know or trust
- Stay with your friends and make sure your friends stay with you
- Be careful of online relationships
- Trust your instincts

We are reminded to think about relationships, specifically relationships that may be, or become abusive. Be aware of the signs:

- Is one of the partners verbally and emotionally abusive?
- Is one of the partners isolating the other from friends and family?
- Is one of the partners controlling, intimidating or always jealous?
- Is there a threat of harm?

[28] For the purposes of this section bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Hazing

In accordance with federal law, Texas A&M University System Policy 07.01 Ethics (System Policy 07.01), and the Texas A&M University Student Conduct Code, Texas A&M University prohibits hazing, organization-related intimidation and/or abuse, and related retaliation. The following are statements of policy that address hazing, organization-related intimidation and/or abuse, and related retaliation. The policies apply whether the conduct occurs on or off campus[29] and when it is reported to the university.

Procedures for Reporting Hazing

The prevention of hazing is the responsibility of every member of the university community. Students and employees with firsthand knowledge of hazing are required to report the misconduct to the appropriate official at the institution or to a peace officer/law enforcement agency in accordance with System Policy 07.01 and Texas state law. Complaints should be submitted as soon as possible after the event takes place. Failure to report is a violation of policy and Texas state law.

Reports of hazing misconduct should be made to the Texas A&M University Department of Student Community Standards through any of the following mechanisms:

- Tell Somebody Reports may be entered online here and from the following webpage: https://tellsomebody.tamu.edu/. Information collected via this reporting system will be treated as confidential and is protected under the Family Educational Rights and Privacy Act of 1974.
- Call 979-847-7272
- Email sco@tamu.edu
- Visit the Student Services Bldg., College Station campus, 3rd Floor

Hazing complaints often involve student behavior, however, individuals may submit a complaint against an employee for an alleged violation of university policy including hazing. Such hazing complaints will be referred by Student Community Standards to the following offices with jurisdiction over employees. These offices may also be contacted directly.

- Faculty employee accused - Faculty Affairs (979-845-4284, fa-grievances@tamu.edu, Jack K. Williams Administration Bldg., Suite 111B)
    - Faculty Affairs Complaint Form: https://prod.facultyaffairs.cloud.tamu.edu/_files/documents/complaint-form1.pdf
- Staff employee accused - Division of Human Resources & Organizational Effectiveness, Employee Relations (979-862-4027, employee-relations@tamu.edu, General Services Complex)
    - Employee Relations Complaint Form: https://employees.tamu.edu/forms/_files/employee-relations/2020c-complaint-appeal-form-employees.pdf)

Individuals subjected to hazing have the option to pursue criminal charges by notifying on-site City of Fort Worth police assigned to the TAM-FW campus (817-392-4780), the City of Fort Worth Police Department (817-392-4222), or the local police agency in the jurisdiction where the hazing behavior occurred. Mandatory reporters may also report to Fort Worth Police Department.

[29] The university may take action in situations occurring off university premises involving: student misconduct demonstrating flagrant disregard for any person or persons; or when a student's or student organization's behavior is judged to threaten the health, safety, and/or property of any individual or group; and/or when a student's sexual harassment of a member of the university community occurring off campus creates a hostile environment on campus. Using the Vice President for Student Affairs' discretion, the Vice President for Student Affairs or designee shall decide whether the Student Conduct Code shall be applied to conduct occurring off campus, on a case-by-case basis. This Student Conduct Code applies at all locations of the university, except those campuses who write their own student conduct code.

Hazing Standards for Student Respondents

Institutional Definitions of Hazing

According to the Student Conduct Code 24.4.5, hazing means any intentional, knowing, or reckless act, occurring on or off any campus of Texas A&M University, by one person alone or acting with others, directed against an individual for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization[30]; or as part of any activity of a recognized student organization, student group, Corps of Cadets, Corps outfit, Corps unit, Corps Special Activities, or Athletics that meets the criteria of hazing. Hazing is considered prohibited conduct according to Student Conduct Code 24.4.5.1 and includes:

- any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;
- sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity that subjects the individual to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the individual;
- consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance, other than as described below as coercion to consume, that subjects the individual to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the individual;
- any activity that induces, causes, or requires the individual to perform a duty or task that involves a violation of a criminal law or university rule that implicates a criminal law; or
- coercion of the individual to consume a drug or an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the individual is intoxicated.

"Coercion" means a threat, however communicated, to commit a violation of a criminal law or university rule that implicates a criminal law; inflict bodily injury in the future on the person threatened or another; accuse a person of any criminal offense or violation of university rule; expose a person to hatred, contempt, or ridicule; harm the credit or professional repute of any person; or take or withhold action as a public servant, or to cause a public servant to take or withhold action.

A student may also be held responsible for organization-related intimidation and/or abuse that does not rise to the level of hazing but is considered prohibited conduct according to the Student Conduct Code 24.4.5.2. Organization-related intimidation and/or abuse includes, but is not limited to:

- conduct that endangers the mental or physical health or safety of the individual;
- behavior that is severe and/or persistent to a degree that a reasonable person similarly situated would be prevented from accessing an educational opportunity or benefit. This behavior includes, but is not limited to, verbal abuse, deceit, threats, intimidation, and unreasonable requirements for new and continued membership of an organization;
- confining a person or exposing participants to uncomfortable elements such as environments that are too hot, cold, noisy, small, or intimidating;
- parading individuals in public areas, transporting individuals in a motor vehicle while wearing a visual obstruction, or privately conducting visually obstructed activities that serve no constructive purpose;

[30] The term organization means any number of people who meet any single or combination of the following criteria: belong to a group whose members are primarily Texas A&M University students including but not limited to academic, athletic, recreational, religious, performance, political, and social or similar groups, and/or have complied with the formal requirements for university recognition, and/or are advised by a university official whose position description designates them as an advisor, and/or are advised by a university official who has volunteered as an advisor, and/or live in close proximity to, for example, residence hall floors or wings, Corps outfit, Corps unit or Corps Special Activity, and/or are otherwise considered by the university to be an organization.

- encouraging or requiring a person to publicly carry objects or wear apparel that is abnormal, not normally in good taste, conspicuous, and/or indecent;
- destroying or removing public or private property;
- any activity that induces, causes, or requires the individual to perform a duty or task that involves a violation of a university rule that does not implicate a criminal law;
- soliciting, encouraging, directing, aiding, or attempting to aid another in engaging in intimidation or harassment; or
- assisting, directing, or in any way causing others to participate in degrading behavior and/or behavior that causes ridicule, humiliation, or embarrassment.

A student is responsible for the prohibited conduct described above, including hazing and organization-related intimidation and/or abuse, if the student:

- engages in the prohibited conduct;
- solicits, encourages, directs, aids, or attempts to aid another in engaging in the prohibited conduct;
- recklessly permits the prohibited conduct to occur; or
- has firsthand knowledge of the planning of a specific incident of prohibited conduct involving a student or has firsthand knowledge that a specific incident of prohibited conduct has occurred and knowingly fails to report that knowledge to the Vice President for Student Affairs or other appropriate official of the institutions, a peace officer, or a law enforcement agency.

Hazing and organization-related intimidation and/or abuse and are categorized based on the conduct and potential resulting harm. It is not a defense that the person (or group), against whom the misconduct was directed, consented or acquiesced to the behavior in question. Previously practiced "traditions" (including Corps of Cadets, fraternity/sorority, or any other group or organization activity, practice or tradition) or coercion by current or former members or student leaders of the involved organization, will not suffice as a justifiable reason for participation in hazing or organization-related intimidation and/or abuse.

Students who meet the following will not be charged with a violation of the hazing misconduct rule:

- Student is a recipient and/or victim of hazing and has not perpetrated hazing on others involved in the fact pattern for which they are reporting, and
- Student reports the activities to the Vice President for Student Affairs or designee responsible for oversight of student conduct and/or reports to law enforcement.

Administrative Procedures, Investigation, and Adjudication for Hazing Allegations Against Students

Individuals may bring a complaint against a student for alleged violations of the Student Conduct Code. Any complaint should be submitted as soon as possible after the event takes place. Such complaints should be submitted to Student Community Standards through a Tell Somebody Report, by calling 979-847-7272, or by emailing sco@tamu.edu.

Student Community Standards receives the complaint and reviews it for alleged student rule violations according to the Student Conduct Code. An investigation may be initiated to determine if the complaint has merit. The Student Community Standards investigation process includes party notification, interviews/fact gathering, and drafting an investigation report as documented here: https://studentconduct.tamu.edu/wp-content/uploads/2021/12/InvestigationFlowChart_Updated-Sept.-2021.pdf.

Investigations may result in charges, a form of alternative dispute resolution, or dismissal of complaint. This decision is made at the sole discretion of the Associate Vice President of Student Affairs or designee.

If Student Community Standards determines the behavior described in the report does not rise to the level of a possible rule violation, they may choose to take no action or to hold an informal "call-in meeting" with the student to help the student reflect on the reported incident, to provide information about the student rules, and/or to connect the student to any resources that might be helpful. If Student Community Standards determines one or more rule violations may have occurred, a charge letter is issued to the student. The charge letter contains information about the possible outcome(s) for the violation(s) noted in the letter.

Possible outcomes include (1) an administrative conduct conference with a Student Conduct Administrator (SCA) which is conducted when the charge letter indicates that the most severe possible outcome is conduct probation or (2) a conduct conference panel which is conducted when the charge letter indicates possible suspension or expulsion. Students have the opportunity to accept or not accept responsibility for the alleged student rule violation(s) in the charge letter.

After the student is provided information about the conference and the opportunity to review the conduct file, the student (and their advisor) officially responds to the charges and conduct file information at the conduct conference. The SCA or conduct panel members then decide whether the alleged violation(s) identified in the charge letter occurred using the preponderance of the information standard (more likely than not to have occurred) and, if so, whether it is a violation of the Student Conduct Code. Outcomes are typically communicated at the end of the conference. If the student is found responsible for one or more violations, sanctions are assigned by the SCA or panel members. Student Community Standards also issues an official outcome letter that includes findings, rationale, assigned sanctions, and a link to the appeal request form.

Appeals must be filed within five university business days as noted in the outcome letter. An appeal can be based on one or more of the following factors:

- New, relevant information that was not available at the time of the original conduct conference would have made a difference in the outcome;
- The severity of the sanction(s) assigned in the original conduct conference was not appropriate for the violation(s) for which the student was found responsible; and/or
- A procedural error occurred in the course of the original conduct conference that had an impact on the outcome.

If an appeal is not submitted by the deadlines specified in the outcome letter, the opportunity to appeal is waived.

When a student is found responsible or accepts responsibility for a violation of the Student Conduct Code, sanctions are assigned. Sanctions are selected with the purposes of fostering development, promoting wellbeing, and addressing the impact of the incident. The nature of the violation, prior violations/previous disciplinary history, mitigating/aggravating circumstances surrounding the incident, motivation for the behavior, and developmental and educational impact are all factors considered in determining appropriate sanctions. Sanctions that may be imposed against students for any single student conduct code violation include expulsion, suspension, conduct probation, restrictions, restitution, community/university service, educational requirements, letter of enrollment block, letter of reprimand and are defined in Student Rule 27.

Actions of recognized student organizations are also subject to review. Failure to abide by the university student rules may result in organizational disciplinary hearings by Student Community Standards. Student Community Standards communicates with the Director of Student Activities or their designees regarding the process and timing of the investigation and possible organizational conduct action. Organizational sanctions may range from a warning through revocation of recognition privileges. Student organization disciplinary procedures are outlined in the Student Organization Manual.

State Definitions of Hazing

Students must adhere to all local, state, and federal laws and regulations including hazing defined by Texas state law in the Texas Education Code Subchapter F. Hazing, Sections 37.151 – 37.157:

Sec. 37.151. Definitions

In this subchapter:

(1) "Educational institution" includes a public or private high school.

(2) "Pledge" means any person who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in an organization.

(3) "Pledging" means any action or activity related to becoming a member of an organization.

(4) "Student" means any person who:

(A) is registered in or in attendance at an educational institution;

(B) has been accepted for admission at the educational institution where the hazing incident occurs; or

(C) intends to attend an educational institution during any of its regular sessions after a period of scheduled vacation.

(5) "Organization" means a fraternity, sorority, association, corporation, order, society, corps, club, or student government, a band or musical group or an academic, athletic, cheerleading, or dance team, including any group or team that participates in National Collegiate Athletic Association competition, or a service, social, or similar group, whose members are primarily students.

(6) "Hazing" means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization if the act:

(A) is any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;

(B) involves sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;

(C) involves consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance, other than as described by Paragraph (E), that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;

(D) is any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code; or

(E) involves coercing, as defined by Section 1.07, Penal Code, the student to consume:

(i) a drug; or

(ii) an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the student is intoxicated, as defined by Section 49.01, Penal Code.

Sec. 37.152. Personal Hazing Offense

(a) A person commits an offense if the person:

(1) engages in hazing;

(2) solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing;

(3) recklessly permits hazing to occur; or

(4) has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution, or has firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report that knowledge to the dean of students or other appropriate official of the institution, a peace officer, or a law enforcement agency.

(b) The offense of failing to report is a Class B misdemeanor.

(c) Any other offense under this section that does not cause serious bodily injury to another is a Class B misdemeanor.
(d) Any other offense under this section that causes serious bodily injury to another is a Class A misdemeanor.
(e) Any other offense under this section that causes the death of another is a state jail felony.
(f) Except if an offense causes the death of a student, in sentencing a person convicted of an offense under this section, the court may require the person to perform community service, subject to the same conditions imposed on a person placed on community supervision under Chapter 42A, Code of Criminal Procedure, for an appropriate period of time in lieu of confinement in county jail or in lieu of a part of the time the person is sentenced to confinement in county jail.

Sec. 37.153. Organization Hazing Offense
(a) An organization commits an offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing.
(b) An offense under this section is a misdemeanor punishable by:
(1) a fine of not less than $5,000 nor more than $10,000; or
(2) if the court finds that the offense caused personal injury, property damage, or other loss, a fine of not less than $5,000 nor more than double the amount lost or expenses incurred because of the injury, damage, or loss.

Sec. 37.154. Consent Not a Defense
It is not a defense to prosecution of an offense under this subchapter that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Sec. 37.155. Immunity from Prosecution or Civil Liberty Available
(a) In the prosecution of an offense under this subchapter, the court may grant immunity from prosecution for the offense to each person who is subpoenaed to testify for the prosecution and who does testify for the prosecution.
(b) Any person, including an entity organized to support an organization, who voluntarily reports a specific hazing incident involving a student in an educational institution to the dean of students or other appropriate official of the institution, a peace officer, or a law enforcement agency is immune from civil or criminal liability that might otherwise be incurred or imposed as a result of the reported hazing incident if the person:
(1) reports the incident before being contacted by the institution or a law enforcement agency concerning the incident or otherwise being included in the institution's or a law enforcement agency's investigation of the incident; and
(2) cooperates in good faith throughout:
(A) any institutional process regarding the incident, as determined by the dean of students or other appropriate official of the institution designated by the institution; or
(B) any law enforcement agency's investigation regarding the incident, as determined by the chief or other appropriate official of the law enforcement agency designated by the law enforcement agency.
(c) Immunity under Subsection (b) extends to participation in any judicial proceeding resulting from the report.
(d) A person is not immune under Subsection (b) if the person:
(1) reports the person's own act of hazing; or
(2) reports an incident of hazing in bad faith or with malice.

Sec. 37.156. Offenses in Addition to Other Penal Provisions
This subchapter does not affect or repeal any penal law of this state. This subchapter does not limit or affect the right of an educational institution to enforce its own penalties against hazing.

Sec. 37.157. Reporting by Medical Authorities
A doctor or other medical practitioner who treats a student who may have been subjected to hazing activities:
(1) may report the suspected hazing activities to police or other law enforcement officials; and
(2) is immune from civil or other liability that might otherwise be imposed or incurred as a result of the report, unless the report is made in bad faith or with malice.

Criminal Penalties for Hazing
Student conduct constituting hazing or failure to report hazing may be a violation of Texas state law. Under the Texas Education Code, penalties for hazing include: Class B misdemeanor for failure to report hazing or for hazing that does not result in serious bodily injury; Class A misdemeanor for hazing that results in serious bodily injury; State jail felony for hazing that results in a death.

Hazing Standards for Employee Respondents

State Definitions of Hazing
In accordance with System Policy 07.01, System employees must adhere to all local, state, and federal laws and regulations including hazing defined by Texas state law in the Texas Education Code Subchapter F. Hazing, Sections 37.151 – 37.157. See "State Definitions of Hazing" in previous section.

Administrative Procedures, Investigation, and Adjudication for Hazing Allegations Against Employees
Faculty Affairs or their designated office will investigate hazing allegations against faculty employees in accordance with University Rule 12.01.99.M1 University Statement on Academic Freedom, Responsibility, Tenure and Promotion. Faculty conduct is governed by Faculty Affairs, Faculty Accountability & Responsibility. See the Seeking Guidance and Support, File a Complaint section of the following webpage for more information: https://prod.facultyaffairs.cloud.tamu.edu/current-faculty/grievances.html.

The Division of Human Resources & Organizational Effectiveness, Employee Relations or their designated office will investigate hazing allegations against staff employees in accordance with University SAP 32.01.02.M0.01 Complaint and Appeal Procedure for Non-Faculty Employees.

Upon violation of local, state, or federal laws and regulations, System employees are subject to disciplinary action up to, and including, dismissal by their supervisor, Department Head, or Dean as appropriate and in accordance with applicable policies.

Criminal Penalties for Hazing
Employee conduct constituting hazing or failure to report hazing may be a violation of Texas state law. Under the Texas Education Code, penalties for hazing include: Class B misdemeanor for failure to report hazing or for hazing that does not result in serious bodily injury; Class A misdemeanor for hazing that results in serious bodily injury; State jail felony for hazing that results in a death.

Retaliation

Any retaliatory action taken against a student or employee for filing a complaint or participating in this procedure is strictly prohibited.

Prevention and Awareness Programs

- Student Community Standards maintains a Stop Hazing webpage offering information about the harms of hazing behavior, university's hazing education workshop registration options, the university's list of organizations found responsible for hazing and related data, university's hazing student rules, Texas hazing laws, reporting resources, other hazing educational examples and resources such as what to do if you've been hazed. https://studentconduct.tamu.edu/stophazing/

- National Hazing Prevention Week – In conjunction with the Hazing Prevention Committee, Student Community Standards participates in the National Hazing Prevention Week by providing educational opportunities to engage in hazing prevention events. These events are open to all students and employees. The presentations are available upon request from Student Community Standards.
- Texas A&M University students at all campuses receive an email each semester from Student Community Standards containing: student conduct codes, organization policies, and state laws that address hazing; a link to Texas A&M University's report on hazing committed by recognized student organizations over the past three years; a summary of hazing criminal punishments against people and organizations; and hazing reporting options at the university.
- All new students must acknowledge the university's hazing policy through a mandatory new student online module.
- The Department of Student Activities requires all Texas A&M University extended orientation senior student leadership attend an in-person hazing prevention workshop during the applicable semester prior to their program. Student leadership includes Chairpersons and Directors of Fish Camp and Aggie Transition Camps.
- Student Organization Leadership and Development (SOLAD) provides an online hazing prevention training module called "Hazing Prevention for Officers/Advisors" available to student organization officers (students) and advisors (employees).
- The Texas A&M University undergraduate catalog and graduate and professional catalog include hazing information such as state law prohibitions, criminal penalties, institutional responsibilities under federal hazing laws, and hazing reporting options.
- The Department of Student Activities Fall Retreat includes a hazing culture and prevention section for the staff. Student Activities staff with student facing responsibilities also attended an external two day hazing prevention conference in July 2025.
- The Texas A&M University Hazing Prevention Committee is comprised of university-wide stakeholders from the following areas: Student Community Standards, Rec Sports, Fraternity & Sorority Life, Student Activities, Corps of Cadets, CR/T9, Music Activities, Athletics, Memorial Student Center Programs, Student Life, Marketing & Communications, Texas A&M University at Galveston Campus Living & Learning, Texas A&M at Galveston Campus Recreation, and Texas A&M at Galveston Student Activities. The Committee meets monthly with the goal to enhance the university's anti-hazing education and prevention plan and develop and standardize policy to address hazing behaviors.
- New employees receive hazing primary prevention information through a web-based *Ethics & Fraud* training mandated by The Texas A&M University System. All employees are required to complete the training every two years thereafter.

Other Considerations

Prohibition of Retaliation

Texas A&M University prohibits retaliation. Texas A&M University or an officer, employee, or agent of Texas A&M University may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under any provision of the Clery Act.

Victim Notification

In accordance with the Higher Education Opportunity Act, upon written request, the institution will disclose to the alleged victim of any crime of violence, or non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense with respect to such crime or offense. If the alleged victim is deceased as a result of such

crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this paragraph.

Institutions are required to provide both the complainant and the respondent with simultaneous written notification of any result of any institutional conduct proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking. In these cases, it is not necessary for the victim to make a written request.

Sex Offender Registry

Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) provides for the tracking of registered sex offenders and instructs states to post sex offender data on the internet.

The Texas Department of Public Safety (DPS) is the official Texas internet source for Sex Offender Registration information. The Sex Offender Registration open record information is extracted from the DPS Sex Offender Registration Database. The DPS maintains files based on registration information submitted by criminal justice agencies and represents a statewide source of information on sex offenders required to register by law. The DPS Texas Public Sex Offender Registry website is found at:
https://publicsite.dps.texas.gov/SexOffenderRegistry.

Definitions of Clery Act Offenses

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter By Negligence: The killing of another person through gross negligence.

Sexual Assault: An offense that meets the definition of rape, fondling, incest or statutory rape. A sex offense is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent (see consent section below).

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Consent:
Texas A&M University System Regulation
System Regulation 08.01.01, Civil Rights Compliance provides guidance in complying with local, state and federal civil rights laws and regulations (laws) and related system policy. This regulation establishes systemwide standards for the receipt and processing of reports, complaints, formal complaints,

investigations, adjudication, appeals, and use of informal resolution in cases involving allegations of discrimination, harassment and/or related retaliation based on protected class (discrimination), including complaints made by employees, students, and/or third parties.

According to System Regulation 08.01.01, Civil Rights Compliance, consent is clear, voluntary, and ongoing agreement to engage in a specific sexual act. Persons need to verbalize their consent to engage in a sexual act for there to be permission. Permission to engage in a sexual act may be indicated through physical actions rather than words. A person who is asleep or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or whose agreement was made by threat, coercion, or force, cannot give consent. Consent may be revoked by any party at any time.

Texas Penal Code

According to the Texas Penal Code, Sec. 1.02. Objectives of Code, the general purposes of the Texas Penal Code are to establish a system of prohibitions, penalties, and correctional measures to deal with conduct that unjustifiably and inexcusably causes or threatens harm to those individual or public interests for which state protection is appropriate.

Consent is defined in the Texas Penal Code, Section 1.07(11) as assent in fact, whether express or apparent. Without consent is also defined in the Texas Penal Code, Section 22.011(b) within the definition of sexual assault (see below).

Sexual Assault is defined in the Texas Penal Code, Section 22.011 as follows.

(a) A person commits an offense if:

(1) the person intentionally or knowingly:

(A) causes the penetration of the anus or sexual organ of another person by any means, without that person's consent;

(B) causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or

(C) causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or

(2) regardless of whether the person knows the age of the child at the time of the offense, the intentionally or knowingly:

(A) causes the penetration of the anus or sexual organ of a child by any means;

(B) causes the penetration of the mouth of a child by the sexual organ of the actor;

(C) causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor;

(D) causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or

(E) causes the mouth of a child to contact the anus or sexual organ of another person, including the actor.

(b) A sexual assault under Subsection (a)(1) is without the consent of the other person if:

(1) the actor compels the other person to submit or participate by the use of physical force, violence, or coercion;

(2) the actor compels the other person to submit or participate by threatening to use force or violence against the other person or to cause harm to the other person, and the other person believes that the actor has the present ability to execute the threat;

(3) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist;

(4) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it;
(5) the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring;
(6) the actor knows that the other person is intoxicated or impaired by any substance to the extent that the other person is incapable of consenting;
(7) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat;
(8) the actor is a public servant who coerces the other person to submit or participate;
(9) the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor;
(10) the actor is a clergyman who causes the other person to submit or participate by exploiting the other person's emotional dependency on the clergyman in the clergyman's professional character as spiritual adviser;
(11) the actor is an employee of a facility where the other person is a resident, unless the employee and resident are formally or informally married to each other under Chapter 2, Family Code;
(12) the actor is a health care services provider who, in the course of performing an assisted reproduction procedure on the other person, uses human reproductive material from a donor knowing that the other person has not expressly consented to the use of material from that donor;
(13) the actor is a coach or tutor who causes the other person to submit or participate by using the actor's power or influence to exploit the other person's dependency on the actor; or
(14) the actor is a caregiver hired to assist the other person with activities of daily life and causes the other person to submit or participate by exploiting the other person's dependency on the actor.

(c) In this section:
(1) "Child" means a person younger than 17 years of age.
(1-a) "Consent" has the meaning assigned by Section 1.07.
(2) "Spouse" means a person who is legally married to another.
(3) "Health care services provider" means:
(A) a physician licensed under Subtitle B, Title 3, Occupations Code;
(B) a chiropractor licensed under Chapter 201, Occupations Code;
(C) a physical therapist licensed under Chapter 453, Occupations Code;
(D) a physician assistant licensed under Chapter 204, Occupations Code;
(E) a registered nurse, a vocational nurse, or an advanced practice nurse licensed under Chapter 301, Occupations Code; or
(F) a massage therapist licensed under Chapter 455, Occupations Code.
(4) "Mental health services provider" means an individual, licensed or unlicensed, who performs or purports to perform mental health services, including a:
(A) licensed social worker as defined by Section 505.002, Occupations Code;
(B) chemical dependency counselor as defined by Section 504.001, Occupations Code;
(C) licensed professional counselor as defined by Section 503.002, Occupations Code;
(D) licensed marriage and family therapist as defined by Section 502.002, Occupations Code;
(E) member of the clergy;
(F) psychologist offering psychological services as defined by Section 501.003, Occupations Code; or
(G) special officer for mental health assignment certified under Section 1701.404, Occupations Code.

(5) "Employee of a facility" means a person who is an employee of a facility defined by Section 250.001, Health and Safety Code, or any other person who provides services for a facility for compensation, including a contract laborer.
(6) "Assisted reproduction" and "donor" have the meanings assigned by Section 160.102, Family Code.
(7) "Human reproductive material" means:
(A) a human spermatozoon or ovum; or
(B) a human organism at any stage of development from fertilized ovum to embryo.

(d) It is a defense to prosecution under Subsection (a)(2) that the conduct consisted of medical care for the child and did not include any contact between the anus or sexual organ of the child and the mouth, anus, or sexual organ of the actor or a third party.

(e) It is an affirmative defense to prosecution under Subsection (a)(2):
(1) that the actor was the spouse of the child at the time of the offense; or
(2) that:
(A) the actor was not more than three years older than the victim and at the time of the offense:
(i) was not required under Chapter 62, Code of Criminal Procedure, to register for life as a sex offender; or
(ii) was not a person who under Chapter 62, Code of Criminal Procedure, had a reportable conviction or adjudication for an offense under this section; and
(B) the victim:
(i) was a child of 14 years of age or older; and
(ii) was not:
(a) a person whom the actor was prohibited from marrying or purporting to marry or with whom the actor was prohibited from living under the appearance of being married under Section 25.01; or
(b) a person with whom the actor was prohibited from engaging in sexual intercourse or deviate sexual intercourse under Section 25.02.

(f) An offense under this section is a felony of the second degree, except that an offense under this section is:
(1) a felony of the first degree if the victim was:
(A) a person whom the actor was prohibited from marrying or purporting to marry or with whom the actor was prohibited from living under the appearance of being married under Section 25.01; or
(B) a person with whom the actor was prohibited from engaging in sexual intercourse or deviate sexual intercourse under Section 25.02; or
(2) a state jail felony if the offense is committed under Subsection (a)(1) and the actor has not received express consent as described by Subsection (b)(12).

Indecent Assault is defined in the Texas Penal Code, Section 22.012 as follows.

(a) A person commits an offense if, without the other person's consent and with the intent to arouse or gratify the sexual desire of any person, the person:
(1) touches the anus, breast, or any part of the genitals of another person;
(2) touches another person with the anus, breast, or any part of the genitals of any person;
(3) exposes or attempts to expose another person's genitals, pubic area, anus, buttocks, or female areola; or
(4) causes another person to contact the blood, seminal fluid, vaginal fluid, saliva, urine, or feces of any person.

(b) An offense under this section is a Class A misdemeanor, except that the offense is:
(1) a state jail felony if it is shown on the trial of the offense that:

(A) the defendant has been previously convicted of an offense under this section, other than an offense punishable under Paragraph (B); or

(B) the defendant is a health care services provider, or a mental health services provider and the act is:

(i) committed during the course of providing a treatment or service to the victim; and

(ii) beyond the scope of generally accepted practices for the treatment or service; or

(2) a felony of the third degree if it is shown on the trial of the offense that the defendant has been previously convicted of an offense under this section that is punishable under Subdivision (1)(B); or

Text of subsection as amended by Acts 2025, 89th Leg., R.S., Ch. 596 (H.B. 2593), Sec. 1

(3) a felony of the second degree if the victim is a disabled individual or an elderly individual.

Text of subsection as amended by Acts 2025, 89th Leg., R.S., Ch. 1145 (S.B. 1610), Sec. 4

(3) a felony of the third degree if the offense is committed by an actor who is committed to a civil commitment facility, against:

(A) a person the actor knows is an officer or employee of the Texas Civil Commitment Office:

(i) while the officer or employee is lawfully discharging an official duty; or

(ii) in retaliation for or on account of an exercise of official power or performance of an official duty by the officer or employee; or

(B) a person the actor knows is contracting with the state to perform a service in a civil commitment facility or an employee of that person:

(i) while the person or employee is engaged in performing a service within the scope of the contract; or

(ii) in retaliation for or on account of the person's or employee's performance of a service within the scope of the contract.

(c) If conduct that constitutes an offense under this section also constitutes an offense under another law, the actor may be prosecuted under this section, the other law, or both.

(d) In this section:

(1) "Disabled individual" and "elderly individual" have the meanings assigned by Section 22.04.

(2) "Health care services provider" and "mental health services provider" have the meanings assigned by Section 22.011.

Aggravated Sexual Assault is defined in the Texas Penal Code, Section 22.021 as follows.

(a) A person commits an offense:

(1) if the person:

(A) intentionally or knowingly:

(i) causes the penetration of the anus or sexual organ of another person by any means, without that person's consent;

(ii) causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or

(iii) causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or

(B) regardless of whether the person knows the age of the child at the time of the offense, intentionally or knowingly:

(i) causes the penetration of the anus or sexual organ of a child by any means;

(ii) causes the penetration of the mouth of a child by the sexual organ of the actor;

(iii) causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor;

(iv) causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or

(v) causes the mouth of a child to contact the anus or sexual organ of another person, including the actor; and

(2) if:

(A) the person:

(i) causes serious bodily injury or attempts to cause the death of the victim or another person in the course of the same criminal episode;

(ii) by acts or words places the victim in fear that any person will become the victim of an offense under Section 20A.02(a)(3), (4), (7), or (8) or that death, serious bodily injury, or kidnapping will be imminently inflicted on any person;

(iii) by acts or words occurring in the presence of the victim threatens to cause any person to become the victim of an offense under Section 20A.02(a)(3), (4), (7), or (8) or to cause the death, serious bodily injury, or kidnapping of any person;

(iv) uses or exhibits a deadly weapon in the course of the same criminal episode;

(v) acts in concert with another who engages in conduct described by Subdivision (1) directed toward the same victim and occurring during the course of the same criminal episode; or

(vi) with the intent of facilitating the commission of the offense, administers or provides to the victim of the offense any substance capable of impairing the victim's ability to appraise the nature of the act or to resist the act;

(B) the victim is younger than 14 years of age, regardless of whether the person knows the age of the victim at the time of the offense; or

(C) the victim is an elderly individual or a disabled individual.

(b) In this section:

(1) "Child" has the meaning assigned by Section 22.011(c).

(2) "Elderly individual" has the meaning assigned by Section 22.04(c).

(3) "Disabled individual" means a person older than 13 years of age who by reason of age or physical or mental disease, defect, or injury is substantially unable to protect the person's self from harm or to provide food, shelter, or medical care for the person's self.

(c) An aggravated sexual assault under this section is without the consent of the other person if the aggravated sexual assault occurs under the same circumstances listed in Section 22.011(b).

(d) The defense provided by Section 22.011(d) applies to this section.

(e) An offense under this section is a felony of the first degree.

(f) The minimum term of imprisonment for an offense under this section is increased to 25 years if:

(1) the victim of the offense is younger than 10 years of age at the time the offense is committed; or

(2) the victim of the offense is younger than 14 years of age at the time the offense is committed and the actor commits the offense in a manner described by Subsection (a)(2)(A).

Prohibited Sexual Conduct is defined in the Texas Penal Code, Section 25.02 as follows.

(a) A person commits an offense if the person engages in sexual intercourse or deviate sexual intercourse with another person the actor knows to be, without regard to legitimacy:

(1) the actor's ancestor or descendant by blood or adoption;

(2) the actor's current or former stepchild or stepparent;
(3) the actor's parent's brother or sister of the whole or half blood;
(4) the actor's brother or sister of the whole or half blood or by adoption;
(5) the children of the actor's brother or sister of the whole or half blood or by adoption; or
(6) the son or daughter of the actor's aunt or uncle of the whole or half blood or by adoption.

(b) For purposes of this section:
(1) "Deviate sexual intercourse" means any contact between the genitals of one person and the mouth or anus of another person with intent to arouse or gratify the sexual desire of any person.
(2) "Sexual intercourse" means any penetration of the female sex organ by the male sex organ.

(c) An offense under this section is a felony of the third degree, unless the offense is committed under Subsection (a)(1), in which event the offense is a felony of the second degree.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be based upon the reporting party's statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered to be a crime for the purposes of Clery Act reporting.

Dating Violence is defined in the Texas Family Code, Section 71.0021 as follows.

(a) "Dating violence" means an act, other than a defensive measure to protect oneself, by an actor that:
(1) is committed against a victim or applicant for a protective order:
(A) with whom the actor has or has had a dating relationship; or
(B) because of the victim's or applicant's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and
(2) is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim or applicant in fear of imminent physical harm, bodily injury, assault, or sexual assault.

(b) For purposes of this title, "dating relationship" means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of:
(1) the length of the relationship;
(2) the nature of the relationship; and
(3) the frequency and type of interaction between the persons involved in the relationship.

(c) A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a "dating relationship" under Subsection (b).

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. Any incident meeting this definition is considered to be a crime for the purposes of Clery Act reporting.

Family Violence is defined by the Texas Family Code, Section 71.004 as follows.

(1) an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself;
(2) abuse, as that term is defined by Sections 261.001(1)(C), (E), (G), (H), (I), (J), (K), and (M) by a member of a family or household toward a child of the family or household; or
(3) dating violence, as that term is defined by Section 71.0021.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Any incident meeting this definition is considered to be a crime for the purposes of Clery Act reporting.

Stalking is defined in the Texas Penal Code, Section 42.072 as follows.
(a) A person commits an offense if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed at a specific other person, knowingly engages in conduct that:

(1) constitutes an offense under Section 42.07 (see below), or that the actor knows or reasonably should know the other person will regard as threatening:

(A) bodily injury or death for the other person; or
(B) that an offense will be committed against:

(i) a member of the other person's family or household;
(ii) an individual with whom the other person has a dating relationship; or
(iii) the other person's property;

(2) causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship:

(A) to be placed in fear of bodily injury or death or in fear that an offense will be committed against the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship, or the other person's property; or
(B) to feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended; and

(3) would cause a reasonable person under circumstances similar to the circumstances of the other person to:

(A) fear bodily injury or death for the person;
(B) fear that an offense will be committed against a member of the person's family or household or an individual with whom the person has a dating relationship;
(C) fear that an offense will be committed against the person's property; or
(D) feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended.

(b) An offense under this section is a felony of the third degree, except that the offense is a felony of the second degree if the actor has previously been convicted of an offense under this section or of an offense under any of the following laws that contains elements that are substantially similar to the elements of an offense under this section:

(1) the laws of another state;

(2) the laws of a federally recognized Indian tribe;
(3) the laws of a territory of the United States; or
(4) federal law.

(c) For purposes of this section, a trier of fact may find that different types of conduct described by Subsection (a), if engaged in on more than one occasion, constitute conduct that is engaged in pursuant to the same scheme or course of conduct.

(d) In this section:

(1) "Dating relationship," "family," "household," and "member of a household" have the meanings assigned by Chapter 71, Family Code.

(2) "Property" includes a pet, companion animal, or assistance animal, as defined by Section 121.002, Human Resources Code.

Sec. 42.07. Harassment.

(a) A person commits an offense if, with intent to harass, annoy, alarm, abuse, torment, or embarrass another, the person:

(1) initiates communication and in the course of the communication makes a comment, request, suggestion, or proposal that is obscene;

(2) threatens, in a manner reasonably likely to alarm the person receiving the threat, to inflict bodily injury on the person or to commit a felony against the person, a member of the person's family or household, or the person's property;

(3) conveys, in a manner reasonably likely to alarm the person receiving the report, a false report, which is known by the conveyor to be false, that another person has suffered death or serious bodily injury;

(4) causes the telephone of another to ring repeatedly or makes repeated telephone communications anonymously or in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;

(5) makes a telephone call and intentionally fails to hang up or disengage the connection;

(6) knowingly permits a telephone under the person's control to be used by another to commit an offense under this section;

(7) sends repeated electronic communications in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another;

(8) publishes on an Internet website, including a social media platform, repeated electronic communications in a manner reasonably likely to cause emotional distress, abuse, or torment to another person, unless the communications are made in connection with a matter of public concern;

(9) tracks or monitors the personal property or motor vehicle of another person, without the other person's effective consent, including by:

(A) using a tracking application on the person's personal electronic device or using a tracking device; or

(B) physically following the other person or causing any person to physically follow the other person; or

(10) makes obscene, intimidating, or threatening telephone calls or other electronic communications from a temporary or disposable telephone number provided by an Internet application or other technological means.

(b) In this section:

(1) "Court employee" means an employee whose duties relate to court administration, including a court clerk, court coordinator, court administrator, juvenile case manager, law clerk, or staff attorney. The term does not include a judge.

(1-a) "Electronic communication" means a transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic, or photo-optical system. The term includes:

(A) a communication through the use of electronic mail, instant message, network call, a cellular or other type of telephone, a computer, a camera, text message, a social media platform or application, an Internet website, any other Internet-based communication tool, or facsimile machine; and

(B) a communication made to a pager.

(2) "Family" and "household" have the meaning assigned by Chapter 71, Family Code.

(3) "Obscene" means containing a patently offensive description of or a solicitation to commit an ultimate sex act, including sexual intercourse, masturbation, cunnilingus, fellatio, or anilingus, or a description of an excretory function.

(4) "Utility" has the meaning assigned by Section 22.01(e).

(c) An offense under this section is a Class B misdemeanor, except that the offense is

(1) a Class A misdemeanor if:

(A) the actor has previously been convicted under this section; or

(B) the offense was committed under Subsection (a)(7) or (8) and:

(i) the offense was committed against a child under 18 years of age with the intent that the child:

(a) commit suicide; or

(b) engage in conduct causing serious bodily injury to the child; or

(ii) the actor has previously violated a temporary restraining order or injunction issued under Chapter 129A, Civil Practice and Remedies Code;

(C) the offense was committed against a person the actor knows or reasonably should know is an employee or agent of a utility while the person is performing a duty within the scope of that employment or agency; or

(D) the offense was committed against a person the actor knows is a court employee;

(2) a state jail felony if the offense was committed against a person the actor knows is:

(A) a court employee and the actor has previously been convicted under this section; or

(B) a judge; and

(3) a felony of the third degree if the offense was committed against a person the actor knows is a judge and the actor has previously been convicted under this section.

(d) In this section, "matter of public concern" has the meaning assigned by Section 27.001, Civil Practice and Remedies Code.

(e) For purposes of Subsection (a)(9), it is presumed that a person did not give effective consent to the actor's conduct if:

(1) an application for a protective or restraining order against or with respect to the actor has been filed by or on behalf of the person under Subchapter A, Chapter 7B, Code of Criminal Procedure, Article 17.292, Code of Criminal Procedure, Section 6.504, Family Code, or Subtitle B, Title 4, Family Code, or an order has been issued against or with respect to the actor under one of those provisions; or

(2) the person is married to the actor and a petition for dissolution of marriage has been filed, or the person was previously married to the actor and the marriage has been dissolved.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned acts.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

A new federal law called the Stop Campus Hazing Act requires institutions to collect and disclose statistics on hazing incidents reported to campus security authorities or local law enforcement on or after January 1, 2025, in their Annual Security Report. The Stop Campus Hazing Act defines hazing as follows.

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

> Examples of conduct that cause or create such a risk include whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity; causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity; causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; causing, coercing, or otherwise inducing another person to perform sexual acts; any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
>
> The term student organization means an organization at an institution of higher education (such as club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

Hazing as defined by the Texas Education Code can be found in the Hazing section of this report.

Hate Crime: A criminal offense reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For Clery Act purposes, hate crimes include any of the following offenses that are motivated by bias: Murder and non-negligent manslaughter, manslaughter by negligence, sexual assault (rape, fondling, incest, statutory rape), robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, or destruction/damage/vandalism of property. Following are the bias categories.

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g. color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g. Asians, blacks, or African Americans, whites.

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g. male or female.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g. Catholics, Jews, Protestants, atheists.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender Identity: A preformed negative opinion or attitude toward a person (or group of persons) based on their actual or perceived gender identity, e.g. bias against transgender or gender non-conforming individuals (a person who does not conform to the gender-based expectations of society).

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term race in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced aged or illness.

Additional Hate Crime Definitions:

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property (Except "Arson"): To willfully or maliciously damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Arrests and Referrals for Disciplinary Action: Arrest is defined as persons processed by arrest, citation, or summons. Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction. Clery Act statistics are disclosed for arrests and referrals regarding state or local violations of liquor, drug abuse, and weapons laws. Only violations of the law resulting in arrest or referral are disclosed. Violations of institutional policy alone are not included in Clery Act statistics.

Weapons: Carrying, Possessing, Etc.: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Classify as weapons carrying, possessing, etc. violation: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed (except as permitted by state law and institutional policy through state law) or openly; using, manufacturing, etc. of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the aforementioned acts.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine). Classify as a drug abuse violation: all drugs, without exception, that are illegal under local or state law where your institution is located and all illegally obtained prescription drugs.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness. Classify as a liquor law violation: the manufacture, sale, transporting, furnishing, possessing, etc. of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and attempts to commit any of the aforementioned acts.

Definitions of Clery Act Locations

On-campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls. This also includes any building or property that is within or reasonably contiguous to the geographic area that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Non-campus: Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the

same reasonably contiguous geographic area of the institution. This also includes any building or property owned or controlled by a student organization that is officially recognized by the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

On-campus Student Housing Facilities (Residential Facilities): No on-campus student housing facilities are owned or controlled by the institution at the TAM-FW campus, therefore, on-campus student housing statistics are not required to be disclosed.

Texas A&M-Fort Worth Campus - Reportable Crimes

The following statistics include alleged incidents of Clery Act crimes reported to the institution that occurred within the campus' Clery Act locations, regardless of whether the parties are members of the campus community and regardless of whether the individual(s) chooses to move forward with criminal justice or campus disciplinary proceedings. To prepare the annual disclosure of crime statistics, the institution collects information from internal sources such as campus security and other campus security authorities and requests information from external sources such as local law enforcement. The statistics obtained from local law enforcement agency responses are included in the reportable crimes tables below.

Criminal Offenses				
Offense	**Year**	**On Campus Property**	**Non-Campus Property**	**Public Property**
Murder / Non-negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Manslaughter By Negligence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses, Rape[31]	2023	0	0	1
	2024	0	0	0
	2025	0	0	0
Sex Offenses, Fondling	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses, Incest	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses, Statutory Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Robbery	2023	0	0	1
	2024	0	0	1
	2025	1	0	0
Aggravated Assault	2023	0	0	1
	2024	0	0	1
	2025	1	0	1
Burglary of Structure	2023	0	0	0
	2024	1	1	0
	2025	1	0	0
Motor Vehicle Theft	2023	0	0	0
	2024	0	0	1
	2025	3	0	0
Arson	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Hate Crimes				
Offense	**Year**	**On Campus Property**	**Non-Campus Property**	**Public Property**
Hate Crimes *	2023	0	0	0
	2024	0	0	0
	2025	1	0	0

[31] A calendar year 2023 Sex Offenses, Rape statistic in the Public Property category was reported to the institution from the local law enforcement agency with jurisdiction in the City of Fort Worth as occurring in TAM-FW Clery geography. The City of Fort Worth withholds specific information citing confidentiality laws. Therefore, the institution is not certain if the Sex Offenses, Rape statistic reported in calendar year 2023 in public property is attributable to TAM-FW Clery geography.

Violence Against Women Reauthorization Act of 2013 (VAWA) Offenses				
Offense	**Year**	**On Campus Property**	**Non-Campus Property**	**Public Property**
Domestic Violence	2023 2024 2025	0 0 0	0 0 0	0 0 0
Dating Violence	2023 2024 2025	0 0 0	0 0 0	0 0 0
Stalking	2023 2024 2025	0 10 1	0 0 0	0 0 0

Arrests and Disciplinary Referrals				
Offense	**Year**	**On Campus Property**	**Non-Campus Property**	**Public Property**
Arrests: Weapons Carrying, Possessing, Etc.	2023 2024 2025	0 0 0	0 0 0	0 0 1
Disciplinary Referrals: Weapons Carrying, Possessing, Etc.	2023 2024 2025	0 0 0	0 0 0	0 0 0
Arrests: Drug Abuse Violations	2023 2024 2025	0 0 0	1 1 0	0 0 0
Disciplinary Referrals: Drug Abuse Violations	2023 2024 2025	0 0 0	0 0 0	0 0 0
Arrests: Liquor Law Violations	2023 2024 2025	0 0 0	0 0 0	0 0 0
Disciplinary Referrals: Liquor Law Violations	2023 2024 2025	0 0 0	0 0 0	0 0 0

Stop Campus Hazing Act Offenses				
Offense	**Year**	**On Campus Property**	**Non-Campus Property**	**Public Property**
Hazing (federal requirement starting January 1, 2025)	2023 2024 2025	n/a n/a 0	n/a n/a 0	n/a n/a 0

The following are in reference to the reportable crimes tables.

* In 2025 one damage/destruction/vandalism hate crime in the religion bias category was reported as occurring in on-campus property. In 2024 and 2023 there were no reported criminal incidents involving hate/bias.

Texas A&M-Fort Worth Campus - Unfounded Crimes

Unfounded crimes are crimes that sworn or commissioned law enforcement personnel have investigated and made a formal determination that the report is false or baseless and are, therefore, subsequently withheld from Clery crime statistics. The following are the unfounded crimes as reported for all TAM-FW Clery Act locations and Clery Act offenses:

- Calendar year 2025: 0 unfounded crimes
- Calendar year 2024: 0 unfounded crimes
- Calendar year 2023: 0 unfounded crimes

Crime Prevention and Security Awareness

It is important for all of us to understand our role in the reduction of crime. A conceptual aid often employed by crime prevention practitioners is referred to as the Crime Triangle. For any crime to occur three elements must be present: desire, ability, and opportunity.

Members of the TAM-FW campus community easily recognize there is little that can be done to control the criminal's ability and desire. The TAM-FW community's greatest strength in the prevention of crime is our initiative to reduce or eliminate the opportunity for a crime to occur.

A primary goal of TAM-FW UPD security is the prevention of crime before it occurs. Because security personnel cannot be everywhere all the time, they need the help of all members of the TAM-FW community to take an active role in their personal safety and property protection. Crime prevention is important to the campus community. Reporting any crime or suspected crime immediately is helpful to campus police/security and may prevent someone else from becoming a victim of a more serious crime.

No formal crime prevention programs or programs about campus security procedures and practices are offered at TAM-FW. However, students and employees at TAM-FW have access to the City of Fort Worth Police Department and UPD crime prevention programs and programs regarding security procedures. These programs and procedures are designed to encourage students and employees to be responsible for their own security and the security of others and are described below. The TAM-FW facilities administrators makes every effort to accommodate any reasonable requests for training students and employees regarding recognition of crime, preventing crime, and responding to crime.

The City of Fort Worth Police Department is also dedicated to providing quality service in partnership with the community to communicate security procedures and practices and create a safe environment. The following describes the interactive endeavors typically available to the citizens of Fort Worth.

- National Night Out is hosted each fall to heighten awareness of crime prevention.
- Several Crime Prevention Specialists are employed to serve each Fort Worth division.
- Crime Watch and Business Watch creates enhanced ongoing crime reporting, burglary preventions, physical security, personal safety and awareness through training and a partnership between police and citizens.
- Other crime prevention programs such as security surveys completed by a representative of the police department, vehicle identification number etching, safety fairs, kids programs, a burglary deterrent program, and other presentations are available upon request.
- Citizens Police Academy is a 12 week program, one night per week, for citizens to learn about the specific areas of the police department.

At the main Texas A&M University campus, the UPD's Community Services Unit, within the Special Operations Section, is staffed by officers who are state Certified Crime Prevention Specialists that continually presents programs covering crime prevention and security information to students, staff, faculty, and to the community at large. These Crime Prevention Specialists are dedicated full time to crime prevention efforts and programs. They participate in and provide information during new and transfer student orientation, international student orientation, in addition to a number of other programs scheduled annually with student, staff and faculty organizations. In these sessions, information is provided regarding campus security procedures and practices. The Campus Safety Awareness Series is another opportunity for the campus community to get to know UPD officers, ask questions about security procedures and practices, and/or voice concerns. For additional information or to schedule a program you are encouraged to call the Community Services Unit at 979-458-5697.

UPD typically offers a variety of crime prevention programs, safety programs, and services to Texas A&M University students, employees, and community members. The programs are designed to encourage students and employees to be responsible for their own security and the security of others.

- Personal Safety Awareness – scheduled upon request
- Theft/burglary Prevention – scheduled upon request
- Operation ID (free engraving of property in the residence hall, home, and office) – offered throughout the year or by bringing the item to UPD
- Residential and Office Security Surveys – scheduled upon request
- Drug and Alcohol Awareness – scheduled upon request
- Sexual Assault Prevention– scheduled upon request
- Active Shooter Preparedness – scheduled upon request
- Workplace Crime Prevention – scheduled upon request
- Early Child ID Safety Program – scheduled upon request

Important Telephone Numbers

Area Code 817 (for all numbers listed below unless otherwise indicated)

Emergencies-from off campus phone / Cell phones Police/Fire/Medical	911	TAM-FW UPD Security / City of Fort Worth Police assigned to TAM-FW	212-3999 / 392-4780
City of Fort Worth Police Department	392-4222	City of Fort Worth Fire	392-3000
Tarrant County Sheriff	884-3099	Substance Misuse and Violence Prevention (SMVP)	1-800-343-8527
TAM-FW Facilities	674-5009	Crime Stoppers	817-469-TIPS
Department of Public Safety	882-8263	Office of Student Affairs	212-4045
Fort Worth Transportation Authority	215-8600	Office of Student Services/Registrar	212-4001
Office of Civil Rights and Title IX	979-458-8407		

Other Annual Security Reports and Annual Fire Safety Reports

Annual Security Reports and Annual Fire Safety Reports for other Texas A&M University locations are as follows and are available at the following Texas A&M University DREC website: https://orec.tamu.edu/clery/annual-security-report/.

Other Texas A&M University Annual Security Reports
Texas A&M University College Station
https://orec.tamu.edu/wp-content/uploads/CSAnnualSecurityReport.pdf
Texas A&M University O.D. Butler, Jr. Animal Science Complex and University Farm
https://orec.tamu.edu/wp-content/uploads/UnivFarmAnnualSecurityReport.pdf
Texas A&M University RELLIS Campus
https://orec.tamu.edu/wp-content/uploads/RELLISAnnualSecurityReport.pdf
Texas A&M University at Galveston
https://orec.tamu.edu/wp-content/uploads/GalvestonAnnualSecurityReport.pdf
Texas A&M University at Qatar
https://orec.tamu.edu/wp-content/uploads/QatarAnnualSecurityReport.pdf
Texas A&M University Mays Business School at CityCentre
https://orec.tamu.edu/wp-content/uploads/MaysAnnualSecurityReport.pdf
Texas A&M University Health Science Center Bryan
https://orec.tamu.edu/wp-content/uploads/HSCBryanAnnualSecurityReport.pdf
Texas A&M University Health Science Center Dallas
https://orec.tamu.edu/wp-content/uploads/HSCDallasAnnualSecurityReport.pdf
Texas A&M University Houston
https://orec.tamu.edu/wp-content/uploads/HoustonAnnualSecurityReport.pdf
Texas A&M University Health Science Center Kingsville
https://orec.tamu.edu/wp-content/uploads/HSCKingsvilleAnnualSecurityReport.pdf
Texas A&M University Health Science Center Round Rock
https://orec.tamu.edu/wp-content/uploads/HSCRRAnnualSecurityReport.pdf
Texas A&M University Higher Education Center at McAllen
https://orec.tamu.edu/wp-content/uploads/HECMcAllenAnnualSecurityReport.pdf
Texas A&M University Maritime Academy Training Ship
https://orec.tamu.edu/wp-content/uploads/TAMUMaritimeAcademyAnnualSecurityReport.pdf
Texas A&M University Bush School of Government & Public Service Washington, DC Teaching Site
https://orec.tamu.edu/wp-content/uploads/DCAnnualSecurityReport.pdf
Texas A&M University Veterinary Education, Research, and Outreach
https://orec.tamu.edu/wp-content/uploads/VEROAnnualSecurityReport.pdf
Texas A&M University Soltis Center
https://orec.tamu.edu/wp-content/uploads/SoltisSecurityReport.pdf

Other Texas A&M University Annual Fire Safety Reports
Texas A&M University at College Station
https://orec.tamu.edu/wp-content/uploads/CSAnnualFireReport.pdf
Texas A&M University at Galveston
https://orec.tamu.edu/wp-content/uploads/GalvestonAnnualFireReport.pdf
Texas A&M University Houston
https://orec.tamu.edu/wp-content/uploads/HoustonAnnualFireReport.pdf
Texas A&M University Health Science Center Kingsville
https://orec.tamu.edu/wp-content/uploads/KingsvilleAnnualFireReport.pdf
Texas A&M University Maritime Academy Training Ship
https://orec.tamu.edu/wp-content/uploads/TAMUMaritimeAcademyAnnualFireReport.pdf
Texas A&M University Veterinary Education, Research, and Outreach
https://orec.tamu.edu/wp-content/uploads/VEROAnnualFireReport.pdf
Texas A&M University Soltis Center
https://orec.tamu.edu/wp-content/uploads/SoltisAnnualFireReport.pdf