

# TITLE IX COMPLIANCE

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A&M–Central Texas is committed to providing a learning, working, and living environment that promotes personal integrity, civility, and mutual respect in an environment free of sexual misconduct and discrimination. Sexual discrimination not only violates an individual's fundamental rights and personal dignity, it is also a violation of federal and state law. A&M–Central Texas considers sexual discrimination in all its forms to be a serious offense.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. Sex discrimination is a behavior or action that denies or limits a person's ability to benefit from or fully participate in educational programs, activities, or employment opportunities. This refers to all forms of sex discrimination, including but not limited to: sexual harassment, sexual misconduct, sexual exploitation, sexual violence, failure to provide equal opportunity in educational programs and co-curricular programs, discrimination based on pregnancy, and employment discrimination.

To ensure compliance with Title IX and other federal and state civil rights laws, A&M–Central Texas has developed rules and procedures, followed by System policies that prohibit sex discrimination in all its forms.

Any member of the campus community or public who witnesses, is subjected to, or is informed about incidents of discrimination, sexual harassment, and/or related retaliation should promptly report the incident to the Title IX coordinator, deputy Title IX coordinator, or his/her supervisor, provided they are not the alleged respondent.

## Title IX Designated Officials

The Title IX coordinator has primary responsibility for responding to allegations of discrimination and coordinating efforts for a prompt and equitable investigation and resolution, as well as monitoring the educational environment and workplace to stop, remediate, and prevent discrimination.

To assure university-wide compliance with federal and state law and university procedures, the Title IX coordinator must be advised of all reported incidents of discrimination or sexual misconduct and their resolution, regardless of where the complaint is brought, investigated, or resolved.

Any member of the university community may report conduct that may constitute sexual harassment/misconduct under this policy. In addition, A&M–Central Texas faculty and staff are responsible for ensuring their work and educational environments are free from discrimination. When alleged or suspected discrimination is experienced by, observed by, or made known to an employee in the course and scope of his/her employment, the employee is responsible for promptly reporting that information. An employee's failure to report alleged or suspected discrimination may result in disciplinary action, including dismissal.

Students who have questions or believe they have experienced discrimination, harassment, sexual violence, and/or related retaliation are encouraged to contact Dr. Paul York, associate dean of Student Affairs, in Warrior Hall, Suite 105, Killeen, TX 76549. He may be contacted at [pyork@tamuct.edu](mailto:pyork@tamuct.edu) or at (254) 501-5909.

Faculty, staff, and visitors who have questions or believe they have experienced discrimination, harassment, sexual violence, and/or related

retaliation are encouraged to contact Tina Flores-Nevarez, director of Human Resources, in Warrior Hall, Suite 424, Killeen, TX 76549. She may be contacted at [t.flores@tamuct.edu](mailto:t.flores@tamuct.edu) or at (254) 519-8015.

For reporting incidents of discrimination or questions regarding Title IX efforts on campus, you may contact Ms. Jacqueline Orellana, compliance officer & Title IX coordinator, in Founder's Hall, Suite 317, Killeen, TX 76549. She may be contacted at [titleix@tamuct.edu](mailto:titleix@tamuct.edu) or at (254) 519-5763.