

Discrimination/Harassment

System Regulation: 08.01.01

Approved: March 3, 2009

Most Recent Revision: September 18, 2015

Next Scheduled Review: February 9, 2018

A&M Commerce Rule: 08.01.01.R2

Approved: August 4, 2016

Most Recent Revision: May 4, 2022

Next Scheduled Review: May 4, 2027

Responsible University Office:

University Ethics and Compliance

Responsible University Administrator:

Civil Rights Administrator/Title IX Coordinator

Texas A&M University-Commerce provides a non-discriminatory working, learning, and living environments for all members of the University community. A&M-Commerce provides equal opportunity to all employees, students, applicants for employment or admission, and the public regardless of race, color, sex (including pregnancy and related condition¹), religion, national origin, age, disability, genetic information, veteran status, sexual orientation, gender expression or gender identity. A&M-Commerce will promptly, thoroughly, and fairly investigate all complaints of discrimination, harassment (including sexual harassment), and related retaliation based on a protected class in accordance with Texas A&M University System (TAMUS) Policy 08.01.01 Civil Rights Compliance, A&M-Commerce rules and/or procedures and applicable federal and state laws. All current and prospective students and employees of A&M-Commerce who have questions regarding equal opportunity or disability (related to employment) should contact Tammi Thompson, Director of Human Resources at 903.468.3021 or by email at HR.AffirmativeAction@tamuc.edu. For questions regarding disability (related to student services) should contact Student Disability Services at 903.886.5150 or by email at StudentDisabilityServices@tamuc.edu.

Harassment: Discriminatory harassment is verbal or physical conduct that denigrates or shows hostility toward an individual because of his or her race, color, sex (including pregnancy), national origin, religion, veteran status, age (40 or over), physical or mental disability, genetic information, sexual orientation, gender identity, or gender expression. Discriminatory harassment also includes verbal or physical conduct that denigrates or shows hostility to an individual because of his or her opposition to discrimination or his or her participation in the discrimination complaint process. Harassment becomes unlawful where (a) enduring the offensive conduct becomes a condition of continued employment or education, or (b) the conduct is severe or pervasive enough to create a work or educational environment a reasonable person would consider intimidating, hostile, or abusive.

¹ This includes harassment and discrimination against a student or employee based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

Sexual Harassment: a form of sex discrimination. Unwelcome conduct on the basis of sex (of a sexual nature or otherwise): (1) by an employee of the member who conditions the provision of an aid, benefit, or service of the member 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 member's education program or activity; or (3) sexual assault or dating violence, domestic violence, or stalking based on sex.

Title IX of the Educational Amendments of 1972 to the 1964 Civil Rights Act prohibits discrimination, exclusion, denial, limitation, or separation based on gender in educational programs or activities. Title IX protects all students and applies to employees. Title IX protects, whether the harassment is aimed at sexual orientation, or is perpetrated by individuals of the same or opposite sex. See the University Ethics and Compliance Office [Title IX webpage](#) for Title IX FAQs, resources, definitions, and reporting.

Retaliation: Retaliatory action of any kind is prohibited when taken against a complainant, witness, or other person participating in a discrimination or related retaliation investigation, complaint, hearing, or suit.

Reporting Discrimination, Sexual Harassment, or Retaliation:

Any member of the campus community or public who witnesses, is subjected to, or is informed about incidents of illegal discrimination, sexual harassment, and/or related retaliation involving faculty, staff, or students should contact the University's Title IX Coordinator, Amanda Berry, McDowell Business Administration Building #113, Titleix@tamuc.edu or 903.886.5991. Anonymous² reports can also be made online via the online reporting form [here](#).

² Employees reporting under the mandatory reporting requirement are required to provide all information reported to them including names.