## Summary Data Report 2019-2020 Academic Year The Texas A&M University System (combined)

#### Introduction

As required by Texas Education Code 51.252, the following statistics relate to the reporting of incidents made by employees in The Texas A&M University System. This report does not include reports made by students and third parties because the new law focuses the requirement on reports from employees.

Although many complaints are reported to Title IX Coordinators, cases are often not investigated under System Regulation 08.01.01 for numerous reasons, including:

- (a) The complaint describes an incident that took place before the complainant was a student or employee in the A&M System, e.g. incidents that occurred in middle school or high school;
- (b) The complaint is submitted anonymously and critical information needed to investigate the complaint is not available, or;
- (c) The complainant specifically asks that no investigation be pursued.

#### **Statistical Reporting**

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252 <sup>1</sup>	919
Number of confidential reports <sup>2</sup> under Section 51.252	108
Number of investigations conducted under Section 51.252	87
Disposition <sup>3</sup> of any disciplinary processes for reports unde	r
Section 51.252:	
a. Concluded, No Finding of Policy Violation <sup>4</sup>	29
b. Concluded, with Employee Disciplinary Sanction	8
c. Concluded, with Student Disciplinary Sanction	21

<sup>&</sup>lt;sup>1</sup> Reports made by students and all other non-employees (including incidents under 3.5(d)(3)) are excluded from Appendices A and B. Additionally, if a Title IX Coordinator or Deputy Coordinator determines that the type of incident described in a report, as alleged, does not constitute "sexual harassment," "sexual assault," "dating violence," or "stalking" as defined in the TEC, Section 51.251, the report is excluded from Appendices A and B. It is the responsibility of the Title IX Coordinator or Deputy Title IX Coordinator to assess each report received and determine whether it is properly included in this report, and if so, to correctly identify the type of incident.

<sup>&</sup>lt;sup>2</sup> "Number of confidential reports" is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office.

<sup>&</sup>lt;sup>3</sup> "Disposition" means "final result under the institution's disciplinary process" as defined in the Texas Higher Education Coordinating Board's (THECB) rules for TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed until the final result is rendered.

<sup>&</sup>lt;sup>4</sup> "No Finding of a Policy Violation" in this section refers to instances where there is no finding of responsibility after a hearing or an appeal process; investigations completed with a preponderance of evidence not met are excluded, because it would not have moved forward into a disciplinary process.

d. Concluded, with	Informal Resolution	1
e. Pending		5
f. SUBTOTAL		64
Number of reports under Section 51.252 for which the		
institution determined not to initiate a disciplinary process <sup>5</sup>		885

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an	
employee's failure to report or who submits a false report to	4
the institution under Section 51.255(a)	
Any disciplinary action taken, regarding failure to report or	
false reports to the institution under Section 51.255(c):	
a. Employee termination	3
<b>b.</b> Institutional intent to termination, in lieu of	0
employee resignation	

# **Reporting by Member:**

#### **Universities**

#### **Prairie View A&M University**

Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252		119 0 11
Disposition of a. b.	any disciplinary processes for reports under Section 51.252:  Concluded, No Finding of Policy Violation  Concluded, with Employee Disciplinary Sanction	1 2
c. d.	Concluded, with Student Disciplinary Sanction SUBTOTAL	3 7
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process		112
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)		0

<sup>&</sup>lt;sup>5</sup> The institution may have determined "not to initiate a disciplinary process." The reasons for not initiating a discipline process can include, but are not limited to: case dismissal; insufficient information to investigate; confidential employee reporting (no identifiable information); the respondent's identity was unknown or not reported; the respondent was not university-affiliated; the complainant requested the institution not investigate the report; informal resolution was completed; investigation is ongoing; or investigation was completed with a preponderance of evidence not met.

-	ciplinary action taken, regarding failure to report or false reports to	
	titution under Section 51.255(c):	0
a. b.	Employee termination Institutional intent to termination, in lieu of employee resignation	0
J.	institutional intent to termination, in new or employee resignation	Ü
Tarlet	on State University	
	er of reports received under Section 51.252	57
	er of confidential reports under Section 51.252	0
Numbe	er of investigations conducted under Section 51.252	7
Disposi	tion of any disciplinary processes for reports under Section 51.252:	
	a. Concluded, No Finding of Policy Violation	1
	b. Concluded, with Employee Disciplinary Sanction	0
	c. Concluded, with Student Disciplinary Sanction	0
	d. Concluded, with Informal Resolution	1
	e. Pending	5
	f. SUBTOTAL	7
Numbe	er of reports under Section 51.252 for which the institution	50
determ	nined not to initiate a disciplinary process	
Numbe	er of reports received that include allegations of an employee's	0
failure	to report or who submits a false report to the institution under	
Section	s 51.255(a)	
Any dis	ciplinary action taken, regarding failure to report or false reports to	
the ins	titution under Section 51.255(c):	
a.	Employee termination	0
b.	Institutional intent to termination, in lieu of employee resignation	0
Texas	A&M International University	
Numbe	er of reports received under Section 51.252	20
	er of confidential reports under Section 51.252	27
	er of investigations conducted under Section 51.252	2
Disposi	tion of any disciplinary processes for reports under Section 51.252:	
-	a. Concluded, No Finding of Policy Violation	0
	b. Concluded, with Employee Disciplinary Sanction	0
	c. Concluded, with Student Disciplinary Sanction	1
	d. SUBTOTAL	1
Numbe	er of reports under Section 51.252 for which the institution	19
	nined not to initiate a disciplinary process	
Numbe	er of reports received that include allegations of an employee's	0
	to report or who submits a false report to the institution under	

-	plinary action taken, regarding failure to report or false reports to ution under Section 51.255(c):	
	mployee termination	0
	nstitutional intent to termination, in lieu of employee resignation	0
Texas A	&M University	
	of reports received under Section 51.252	527
	of confidential reports under Section 51.252 of investigations conducted under Section 51.252	28 26
•	on of any disciplinary processes for reports under Section 51.252:	
a	, , ,	8
t c	, , , , , , , , , , , , , , , , , , , ,	0 5
C	• • •	13
	of reports under Section 51.252 for which the institution ed not to initiate a disciplinary process	514
	of reports received that include allegations of an employee's report or who submits a false report to the institution under 1.255(a)	0
•	olinary action taken, regarding failure to report or false reports to ution under Section 51.255(c):	
	mployee termination	0
	nstitutional intent to termination, in lieu of employee resignation	0
Texas A	&M University – Central Texas	
	of reports received under Section 51.252	9
	of confidential reports under Section 51.252 of investigations conducted under Section 51.252	0 1
Disposition	on of any disciplinary processes for reports under Section 51.252:	
а		1
b		3
C	. Concluded, with Student Disciplinary Sanction	0
С	. SUBTOTAL	4
	of reports under Section 51.252 for which the institution ed not to initiate a disciplinary process	8
	of reports received that include allegations of an employee's	4
tailure to	report or who submits a false report to the institution under	

Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation	3
Texas A&M University - Commerce	
Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252	34 20 7
Disposition of any disciplinary processes for reports under Section 51.252:  a. Concluded, No Finding of Policy Violation  b. Concluded, with Employee Disciplinary Sanction  c. Concluded, with Student Disciplinary Sanction  d. SUBTOTAL	0 0 1 1
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	27
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation	0 0
Texas A&M University – Corpus Christi	
Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252	23 32 1
Disposition of any disciplinary processes for reports under Section 51.252:  a. Concluded, No Finding of Policy Violation  b. Concluded, with Employee Disciplinary Sanction  c. Concluded, with Student Disciplinary Sanction  d. SUBTOTAL	0 0 0 0
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	54
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under	0

-	-	ary action taken, regarding failure to report or false reports to	
		n under Section 51.255(c):	•
a.		oyee termination	0
b.	Instit	utional intent to termination, in lieu of employee resignation	0
Texa	as A&M	University - Kingsville	
		ports received under Section 51.252	32
Number of confidential reports under Section 51.252			0
Num	ber of in	vestigations conducted under Section 51.252	7
Disp	osition o	f any disciplinary processes for reports under Section 51.252:	
	a.	Concluded, No Finding of Policy Violation	4
	b.	Concluded, with Employee Disciplinary Sanction	0
	C.	Concluded, with Student Disciplinary Sanction	3
	d.	SUBTOTAL	7
		ports under Section 51.252 for which the institution not to initiate a disciplinary process	25
Num	hor of ro	ports received that include allegations of an employee's	0
		ort or who submits a false report to the institution under	U
	ion 51.25	·	
Any	disciplina	ary action taken, regarding failure to report or false reports to	
-	-	n under Section 51.255(c):	
a.		oyee termination	0
b.	-	utional intent to termination, in lieu of employee resignation	0
Texa	as A&M	University – San Antonio	
Num	ber of re	ports received under Section 51.252	1
		onfidential reports under Section 51.252	0
		vestigations conducted under Section 51.252	1
Disn	osition o	f any disciplinary processes for reports under Section 51.252:	
Бізр	a.	Concluded, No Finding of Policy Violation	0
	b.	Concluded, with Employee Disciplinary Sanction	0
	C.	Concluded, with Student Disciplinary Sanction	1
	d.	SUBTOTAL	1
Num	iber of re	ports under Section 51.252 for which the institution	0
		not to initiate a disciplinary process	J
Num	her of re	ports received that include allegations of an employee's	0
		ort or who submits a false report to the institution under	J

	-	ry action taken, regarding failure to report or false reports to under Section 51.255(c):	
a.		byee termination	0
b.	-	utional intent to termination, in lieu of employee resignation	0
Texas	A&M	University - Texarkana	
Numb	er of re	ports received under Section 51.252	10
Numb	er of co	nfidential reports under Section 51.252	1
Numb	er of in	vestigations conducted under Section 51.252	2
Dispo	sition of	any disciplinary processes for reports under Section 51.252:	
	a.	Concluded, No Finding of Policy Violation	1
	b.	Concluded, with Employee Disciplinary Sanction	1
	C.	Concluded, with Student Disciplinary Sanction	0
	d.	SUBTOTAL	2
		ports under Section 51.252 for which the institution ot to initiate a disciplinary process	8
failure		ports received that include allegations of an employee's ort or who submits a false report to the institution under 5(a)	0
Any d	icciplina	ry action taken, regarding failure to report or false reports to	
	-		
		n under Section 51.255(c):	0
a. <sub>b</sub>		oyee termination	0
b.	msuu	utional intent to termination, in lieu of employee resignation	0
West	Texas .	A&M University	
Numb	er of re	ports received under Section 51.252	82
Numb	er of co	nfidential reports under Section 51.252	0
Numb	er of in	vestigations conducted under Section 51.252	19
Dispo	sition of	any disciplinary processes for reports under Section 51.252:	
	a.	Concluded, No Finding of Policy Violation	10
	b.	Concluded, with Employee Disciplinary Sanction	2
	C.	Concluded, with Student Disciplinary Sanction	7
	d.	SUBTOTAL	19
		ports under Section 51.252 for which the institution ot to initiate a disciplinary process	63
Numb	er of re	ports received that include allegations of an employee's	0
failure	e to repo	ort or who submits a false report to the institution under	

he institution	pary action taken, regarding failure to report or false reports to on under Section 51.255(c):	0
•	tutional intent to termination, in lieu of employee resignation	0
Agencies		
Texas A&IV	AgriLife Extension	
	eports received under Section 51.252	0
	confidential reports under Section 51.252	0
Number of i	nvestigations conducted under Section 51.252	0
Disposition (	of any disciplinary processes for reports under Section 51.252:	
a.	Concluded, No Finding of Policy Violation	0
b.	Concluded, with Employee Disciplinary Sanction	0
C.	Concluded, with Student Disciplinary Sanction	0
d.	SUBTOTAL	0
Number of r	eports under Section 51.252 for which the institution	0
determined	not to initiate a disciplinary process	
Number of r	eports received that include allegations of an employee's	0
	port or who submits a false report to the institution under	U
Section 51.2	•	
	pary action taken, regarding failure to report or false reports to	
	on under Section 51.255(c): ployee termination	0
•	tutional intent to termination, in lieu of employee resignation	0
Texas A&N	I AgriLife Research	
Number of r	eports received under Section 51.252	1
	confidential reports under Section 51.252	0
	nvestigations conducted under Section 51.252	1
-	of any disciplinary processes for reports under Section 51.252:	
a. h	Concluded, No Finding of Policy Violation	1
b. c.	Concluded, with Employee Disciplinary Sanction Concluded, with Student Disciplinary Sanction	0 0
d.	SUBTOTAL	1
-		
	eports under Section 51.252 for which the institution	1
determined not to initiate a disciplinary process		

Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation	
Texas A&M Engineering Experiment Station	
Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252	0 0 0
Disposition of any disciplinary processes for reports under Section 51.252:  a. Concluded, No Finding of Policy Violation b. Concluded, with Employee Disciplinary Sanction c. Concluded, with Student Disciplinary Sanction d. SUBTOTAL	0 0 0
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	0
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation	
Texas A&M Engineering Extension	
Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252	0 0 0
Disposition of any disciplinary processes for reports under Section 51.252:  a. Concluded, No Finding of Policy Violation  b. Concluded, with Employee Disciplinary Sanction  c. Concluded, with Student Disciplinary Sanction  d. SUBTOTAL	0 0 0 0
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	

Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation	
Texas A&M Forest Service	
Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252	3 0 2
Disposition of any disciplinary processes for reports under Section 51.252:  a. Concluded, No Finding of Policy Violation b. Concluded, with Employee Disciplinary Sanction c. Concluded, with Student Disciplinary Sanction d. SUBTOTAL	2 0 0 2
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	3
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation	
Texas A&M Transportation Institute (TTI)	
Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252	0 0 0
Disposition of any disciplinary processes for reports under Section 51.252:  a. Concluded, No Finding of Policy Violation  b. Concluded, with Employee Disciplinary Sanction  c. Concluded, with Student Disciplinary Sanction  d. SUBTOTAL	0 0 0
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	

Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)		
the institution	ry action taken, regarding failure to report or false reports to under Section 51.255(c):	
•	byee termination utional intention in lieu of employee resignation	0 0
Texas A&M \	Veterinary Medical Diagnostic Laboratory	
Number of rep	ports received under Section 51.252	1
Number of confidential reports under Section 51.252		
	vestigations conducted under Section 51.252	0
Disposition of	any disciplinary processes for reports under Section 51.252:	
a.	Concluded, No Finding of Policy Violation	0
b.	Concluded, with Employee Disciplinary Sanction	0
c.	Concluded, with Student Disciplinary Sanction	0
d.	SUBTOTAL	0
	ports under Section 51.252 for which the institution ot to initiate a disciplinary process	1
	ports received that include allegations of an employee's ort or who submits a false report to the institution under 5(a)	0
	ry action taken, regarding failure to report or false reports to under Section 51.255(c):	
a. Emplo	byee termination	0
b. Institu	utional intent to termination, in lieu of employee resignation	0
Texas Divisio	on of Emergency Management	
Number of rep	ports received under Section 51.252	0
Number of co	nfidential reports under Section 51.252	0
Number of inv	vestigations conducted under Section 51.252	0
Disposition of	any disciplinary processes for reports under Section 51.252:	
a.	Concluded, No Finding of Policy Violation	0
b.	Concluded, with Employee Disciplinary Sanction	0
c.	Concluded, with Student Disciplinary Sanction	0
d.	SUBTOTAL	0
	ports under Section 51.252 for which the institution ot to initiate a disciplinary process	0

Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)		
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation		
System Offices		
Number of reports received under Section 51.252 Number of confidential reports under Section 51.252 Number of investigations conducted under Section 51.252		
Disposition of any disciplinary processes for reports under Section 51.252:  a. Concluded, No Finding of Policy Violation  b. Concluded, with Employee Disciplinary Sanction  c. Concluded, with Student Disciplinary Sanction  d. SUBTOTAL	0 0 0 0	
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process		
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)		
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):  a. Employee termination  b. Institutional intent to termination, in lieu of employee resignation		