

Civil Rights Officer Track

Civil Rights Compliance Training, June 2025



Advisory Notices

1. This training is not intended as legal advice, the presenter is not an attorney but a practitioner offering guidance on System policy and regulation and best practice.
2. The information in this training is based on current A&M System Policy 08.01, Civil Rights Protections and Compliance and A&M System Regulation 08.01.01, Civil Rights Compliance. While System Regulation 08.01.01 is currently under review and revision, the guidance set forth in this training is in reference to the standing regulation and policy.

Ground Rules

1. We intend to start and end on time (and possibly even a bit early if all are mindful of the time). Please be prompt.
2. The only scheduled breaks are identified on the training schedule in your packet. Please feel free to take personal breaks as needed throughout the sessions.

Ground Rules

3. Materials will be made available throughout the session requiring the use of your technology devices. However, please minimize distractions (cell phone, email, internet) to focus on the presentation.
4. There will be opportunities for questions during the session, but you may also submit questions anonymously through the QR code on the next slide.

Questions

Questions are welcome during the presentation, but some may require more time and/or reflection for a proper response.

Please use the QR Code at left for questions specific to the Civil Rights Officer Track.

[Civil Rights Officer Track:](https://forms.office.com/r/uu9aZ11ZE0)

<https://forms.office.com/r/uu9aZ11ZE0>



Day 1: Tuesday, June 10, 2025

Time	Session	Location
<i>12:30 - 1:00 PM</i>	<i>Check-in</i>	<i>Lower-Level Lobby</i>
1:00 - 2:00 PM	Opening Session	LL38
2:00 - 3:15 PM	CR Officer Track	LL11A
3:15 - 3:30 PM	Snacks	LL Lobby
3:30 - 5:00 PM	CR Officer Track	LL11A



AGENDA

DAY 1

*Role of the Civil
Rights Officer*

DAY 2

Intake Process

CR Scenario

Dismissals

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The Civil Rights Officer

Role and Responsibilities

THE
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UNIVERSITY
SYSTEM



Civil Rights Officer

The
Purpose

The
Practice

The
Limitations

Civil Rights Officer

The
Purpose

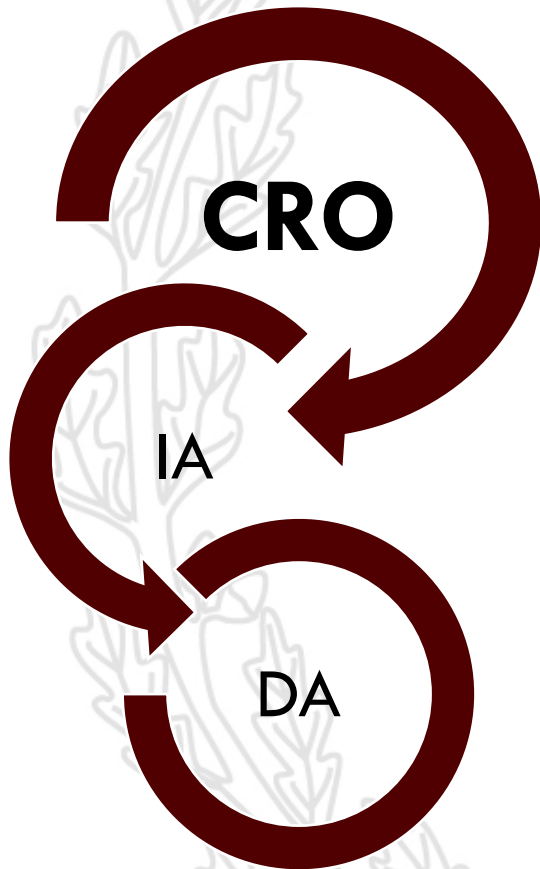
The
Practice

The
Limitations

The Purpose

What is the purpose of a
Civil Rights Officer?

Civil Rights Compliance Lead Roles



Civil Rights Officer

Responsible for overseeing the member's civil rights protections program; ensures compliance with civil rights laws and regulations; promotes equal opportunity, prevents discrimination, and provides guidance and training on civil rights matters.

**may be the member TIX Coordinator and/or EO Coordinator*

The Purpose

What is the purpose of a Civil Rights Officer?

Responsible for overseeing the member's civil rights protections program;

**A&M System Regulation 08.01.01,
Civil Rights Compliance, Section 1.1**

Civil Rights Officer

The
Purpose

The
Practice

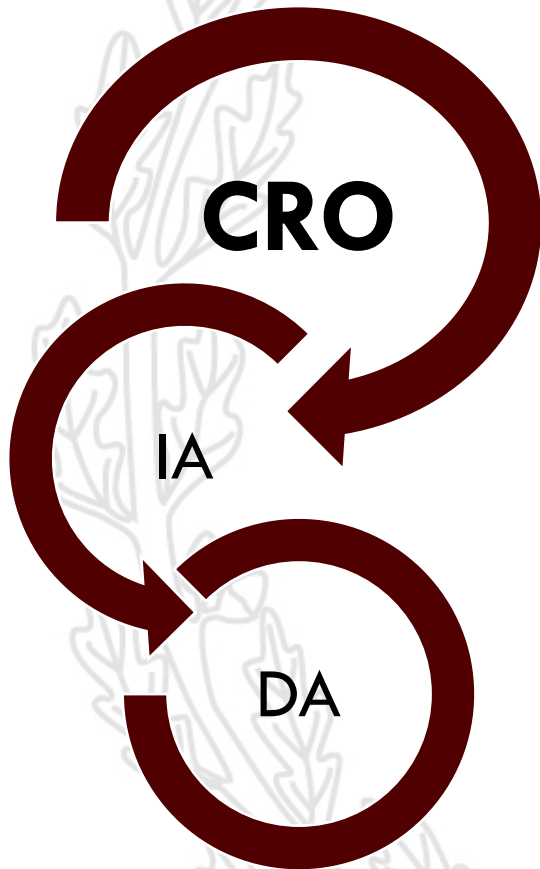
The
Limitations

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The Practice

How is that put into
practice?

Civil Rights Compliance Lead Roles



Civil Rights Officer

Responsible for overseeing the member's civil rights protections program; ensures compliance with civil rights laws and regulations; promotes equal opportunity, prevents discrimination, and provides guidance and training on civil rights matters.

**may be the member TIX Coordinator and/or EO Coordinator*

The Practice

How is that put into practice?

ensures compliance with civil rights laws and regulations; promotes equal opportunity, prevents discrimination, and provides guidance and training on civil rights matters.

[A&M System Policy 08.01, Civil Rights Protections and Compliance](#)

[A&M System Regulation 08.01.01, Civil Rights Compliance](#)

Civil Rights Compliance

Compliance with civil rights laws and regulations for all members of The Texas A&M University System, including (*but not limited to*):

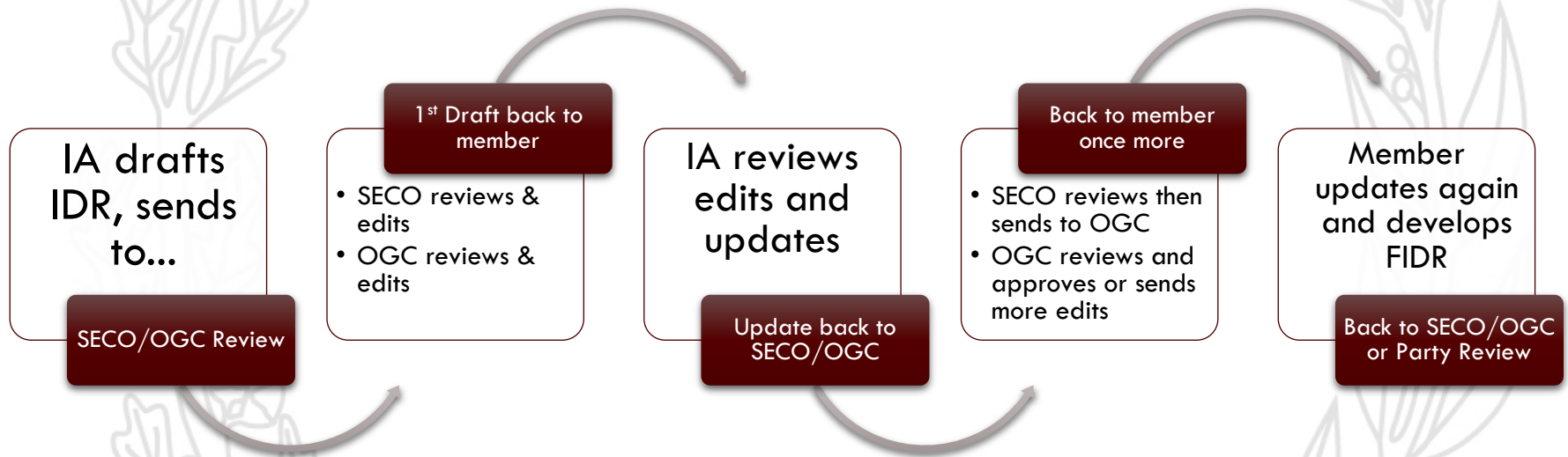
- Americans with Disabilities Act of 1990 (ADA)
- The Rehabilitation Act of 1973
- Title VI and Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Violence Against Women Act (VAWA)
- Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)
- Texas Labor Code Chapter 21, Employment Discrimination
- Texas Education Code Section 51.3525 (Texas Anti-DEI Law)

Civil Rights Compliance Lead Roles



Complaint Resolution Process

Current Practice



Member is working with SECO/OGC simultaneously for repeated reviews and edits.

Complaint Resolution Process

Updated Practice



IA works with CRO before sending to SECO for review then works with SECO to finalize. OGC only reviews for legal sufficiency.

Civil Rights Officer

The
Purpose

The
Practice

The
Limitations

The Limitations

How is that practice
constrained?

The Limitations

How is that practice
constrained?

ensures compliance with civil rights laws
and regulations; i.e. JURISDICTION

[A&M System Policy 08.01, Civil
Rights Protections and Compliance](#)

[A&M System Regulation 08.01.01,
Civil Rights Compliance](#)

Civil Rights Compliance

Compliance with civil rights laws and regulations for all members of The Texas A&M University System, including (*but not limited to*):

- Americans with Disabilities Act of 1990 (ADA)
- The Rehabilitation Act of 1973
- Title VI and Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Violence Against Women Act (VAWA)
- Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)
- Texas Labor Code Chapter 21, Employment Discrimination
- Texas Education Code Section 51.3525 (Texas Anti-DEI Law)

Federal Law

Is there federal law, regulation, or guidance (in absence of state law)?

NO

State Law

Is there state law, regulation or guidance (in absence of system policy)?

NO

System Policy

Is there System policy, regulation or guidance (in absence of member rule)?

NO

Member Rule

Is there a member rule, SAP or SOP?

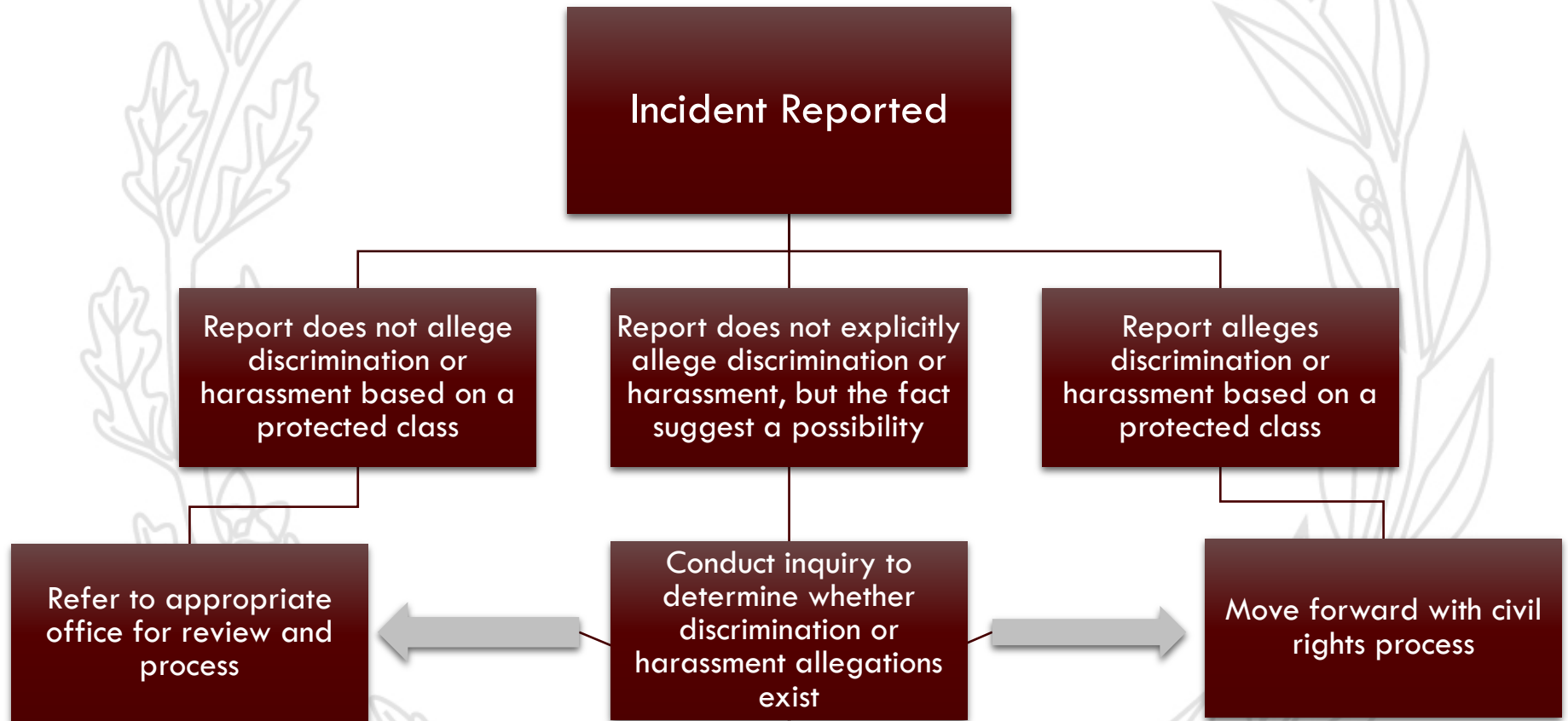
Jurisdiction

Is this a civil rights matter?

If “YES” is answered at any point, the matter likely falls under civil rights.

If “NO” is the answer at all stages, the matter is likely one for student conduct or employee relations and should be appropriately referred.

Another View of Jurisdiction





DAY 2

- *Intake Process*
- *CR Scenario*
- *Dismissals*

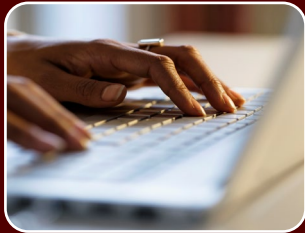
The Intake Process

From Incident to Investigation

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SYSTEM



At a Glance...



Receiving Reports



Conducting the Intake



Pre-Investigation Review

Receiving Reports

How is a report filed?

- EthicsPoint (Risk, Fraud, & Misuse Hotline)
- Maxient
- In person, Via email

Who receives it?

- Civil Rights Officer (TIX, EO, HR, ADA)
- Student Conduct, Housing
- Faculty, Dean, Supervisor

Are there barriers delaying it?

- Internet links, Hotlines
- Reporting Procedures (See Something, Say Something)
- Messaging/Branding

What does policy/regulation say?

- 1.4 Each member must adopt and publicly display a rule for the receipt, investigation and prompt and equitable resolution of discrimination complaints, in accordance with this regulation. Rules must be published in student and personnel handbooks or the institution's equivalents, if any, and published on a dedicated website. Individuals entitled to notifications as specified in Section 1.2 must be provided notice of the member's grievance process, including how to report or file a complaint of discrimination, how to report or file a formal complaint of sexual harassment, and how the member will respond.
- 1.5 To ensure consistency, thoroughness and impartiality, each member will designate one office (designated office) to receive and investigate all complaints involving a student respondent(s) and one office (designated office) to receive and investigate all complaints involving an employee or third party respondent(s). All complaints can be handled by the same office.
- 1.6 Member universities must provide orientation training to all entering freshman and undergraduate transfer students on sexual harassment, sexual assault, dating violence, and stalking during the student's first semester. Students are required to complete this training. The training may be conducted in person or online at the discretion of the member university.

What does policy/regulation say?

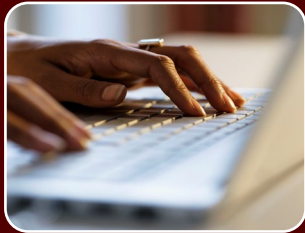
- 1.8 To facilitate effective communication and coordination regarding allegations of sexual harassment, sexual assault, dating violence, and stalking at the institution, member universities must enter into one or more memoranda of understanding with an entity from one or more of the following categories, as agreeable to these entities:
- (a) local law enforcement agencies;
 - (b) sexual harassment, sexual assault, dating violence, or stalking advocacy groups; and
 - (c) hospitals or other medical resource providers.

Section 2: Responsibilities of All Employees and Students

Section 3: Responsibilities of Ethics and Compliance Office

Section 4.1.2: Reporting to other than supervisor

At a Glance...



Receiving Reports



Conducting the Intake



Pre-Investigation Review

Conducting the Intake

How is the report evaluated?

- Case manager
- Report log

Who reviews it?

- Case manager
- Civil Rights Officer (TIX, EO, HR, ADA)

What is the intake process?

- Initial contact
- Reporter vs. Complainant
- Data collection

What does policy/regulation say?

- 4.1.3 Except as specified in Sections 2.2 and 2.4, the report must include all information concerning the incident known to the reporting person including whether a complainant has expressed a desire for confidentiality in reporting the incident.
- 2.2 Notwithstanding Section 2.1, an employee is not required to report an incident in which that employee was a victim of sexual harassment, sexual assault, dating violence, or stalking, or an incident about which the employee received information due to a disclosure made at a sexual harassment, sexual assault, dating violence, or stalking public awareness event sponsored by the member, or by a student organization affiliated with the member, or under circumstances in which 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.
- 2.4 Each member university must designate one or more persons to serve as a person with whom students may speak confidentially concerning incidents involving sexual harassment, sexual assault, dating violence, or stalking, and who have reporting responsibilities consistent with expectations established in Section 2.3. All students must be informed of the existence and identities of these confidential reporters.

Key Elements of Intake

- Complainant Information
- Details of Incident
- Supporting Information
- Jurisdiction
- Support and Resources
- Complainant Signature

Complainant Information



**Texas A&M University
South Padre**

COMPLAINT INTAKE FORM

Date/Time: _____ Intake by: _____

Name: _____ UIN: _____

Phone: _____ Email: _____

Preferred Method of Contact: _____ Gender: _____

Role: _____ Student _____ Faculty _____ Staff _____ Other _____ Date of Birth: _____

Details of the Incident & Jurisdiction

INCIDENT INFORMATION

Location of Incident: _____
(include address if available)

Date of Incident: _____ Time of Incident: _____

Discriminatory Animus: _____
(include specific protected class)

Respondent Name/Role: _____

Respondent Phone (if known): _____ Email (if known): _____

Did the alleged behavior cause the Complainant to fear for their safety or that of others? _____

Did the alleged behavior cause the Complainant to suffer from substantial emotional distress? _____

Brief Description of Incident (include how and why you believe your rights were violated):

Supporting Information

- Was a police report filed?
 - If so, what agency/departments?
- Were there witnesses?
 - If so, names and contact information
- Is there any physical/documented evidence?
 - Example: recordings, emails, texts, pictures, etc.
- What type of action is the Complainant pursuing?

Support and Resources

The Party requests the following supportive measures:

Personal Support (e.g. Counseling, Housing Relocation, EAP, etc.):

Academic Support (e.g. Tutoring, Retaking Exam/Class, Changing Section, etc.):

Other Supportive Measures requested (e.g. No Contact Directive):

_____ The Party requested no support or remedies at this time.

Acknowledgement & Signatures

I certify that I met with the above-named Party at this location, date, and time and explained their rights and the information outlined herein and attached. I answered the Party's questions to the best of my knowledge and encouraged them to contact me with additional questions at any time.

Signature

Date

Printed Name and Title

I certify that I met with the above-named staff member on [DATE] at [TIME]. The staff member gave me a copy of these documents and explained my rights and the information outlined herein. If I had any questions, the staff member answered them to the best of their knowledge.

Signature

Date

Printed Name

Civil Rights Case Scenario

Practical Application

THE
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Texas A&M University – South Padre

4-year University on South Padre Island

15,000+ students

3rd largest campus in A&M University System

Over 200 undergrad and graduate degrees
in six colleges

The Parties

Emily Rivera, Complainant

Junior, female undergraduate student; chemistry major and research assistant to Dr. James Callahan

Dr. James Callahan, Respondent

Full professor, male, in chemistry department; supervising faculty member and PI for \$1 million grant-funded research project in partnership with local private company

The Report

- Complainant confides in roommate about chemistry professor.
- He makes comments about her hair and clothes.
- Comments make her uncomfortable and appear to be of a sexual nature.
- Discloses that professor touched her.
- Roommate tells her to report it.
- She says she doesn't want to cause problems.

Pre-Intake Data

393-Care Report

Incident Report – Concerning Behavior

Date of Report: February 6, 2025

Reported By: RA Marcus Lee

Incident Date: Reported on February 6, 2025

Location: Residence Hall Room Chat (Kayla Thompson's Room)

Description Summary:

During routine room chats on Thursday, February 6, 2025, I, RA Marcus Lee, spoke with Resident Kayla Thompson. Resident Thompson shared a concern regarding her roommate, Resident Emily Rivera. According to Resident Thompson, Resident Rivera has recently been experiencing significant stress due to uncomfortable interactions with one of her professors.

Resident Thompson stated that the professor had made “weird” or “creepy” comments toward Resident Rivera and that there was one specific incident on a Monday where Resident Rivera reportedly felt uncomfortable when the professor allegedly touched a coffee stain on her shirt. Resident Thompson did not provide the professor's name and expressed that she was not comfortable sharing more, as she did not have full details or recall all the specifics.

Resident Thompson reported that Resident Rivera has since switched out of the class and may be feeling better. When asked if I could speak with Resident Rivera directly, Resident Thompson informed me that Rivera had gone home for the week and was uncertain about her return.

Email from CARE Case Manager Ginger Little

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Rivera, Emily

From: Little, Ginger <glittle@tamu-sp.edu>
Sent: Friday, February 7, 2025 10:07 AM
To: Rivera, Emily <erivera@tamu-sp.edu>
Subject: Checking In – Support and Resources Available

Dear Emily,

I hope this message finds you well. I'm reaching out because a resident assistant shared some general concerns about your well-being and mentioned that you may have experienced a situation that made you uncomfortable in a classroom setting.

Please know that your safety and comfort are extremely important to us. If there is anything you'd like to talk about, or if there's any support you need, I'm here to help connect you with the right resources. You are not required to respond or take any action, but I want you to know that we care and that there are confidential and non-confidential resources available to support you.

If you would like to speak with someone, I can help connect you to:

- **The University Counseling Center** for confidential mental health support
- **The Title IX Office**, if you would like to learn more about your rights or report any behavior that felt inappropriate or made you uncomfortable
- **Academic Support Services**, if switching classes or addressing any academic impacts would be helpful
- **Residential Life**, if you'd prefer to speak with someone you already know on campus

You are in control of how much or how little you choose to share, and you are not alone. I'd be happy to talk with you at a time and in a way that feels comfortable for you—by phone, video call, or in person.

Please feel free to reply to this email or reach out to me directly at care@tamu-sp.edu.

Take care,
Ginger Little
Student Case Manager- CARE
Texas A&M University- South Padre
956-265-5563
glittle@tamu-sp.edu

Little, Ginger

From: Rivera, Emily <erivera@tamu-sp.edu>
Sent: Wednesday, February 12, 2025 2:23 PM
To: Little, Ginger <glittle@tamu-sp.edu>
Subject: RE: Checking In – Support and Resources Available

Hi Ms. Little,

Thank you for reaching out. I appreciate you taking the time to check in.

I've been really uncomfortable with how my professor, Dr. Callahan, has been interacting with me since the beginning of the Fall semester. It started with comments that felt inappropriate and sexual in nature, and over time, his behavior has escalated to physical contact that makes me feel extremely vulnerable and unsafe.

In addition to being enrolled in his class (which I've now dropped), I also work under him as a research assistant. I've been seriously considering stepping away from that position because he continues to request my presence in the lab, even though there are other qualified assistants. The environment feels isolating, and I often feel exposed when I'm working there.

One of my biggest concerns is the possibility of retaliation. I'm afraid that if I speak up or decline his requests, he might try to get me removed from the program. I'm in my final two years, and losing progress at this point could threaten my graduation. I really enjoy my major and have had nothing but positive experiences with my other professors—this situation is the exception, but it's taking a toll on me emotionally and academically.

While I do want this behavior to stop, I'm also nervous about people in the department finding out. I met with my academic advisor and have already dropped Dr. Callahan's class, but I'm still unsure about how to proceed regarding the research position and the broader situation.

I'd appreciate any guidance or support you can offer as I think through my next steps.

Sincerely,
Emilly Rivera

Junior- Chemistry Major

c/o 2026 3

Email Reply from Emily Rivera, Complainant

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Your Task

- Complete an intake for Complainant Emily Rivera
- Use the CARE Report and emails provided
- Complete the intake using the blank intake form for TAMU-SP
- You make work in pairs or groups of 3 to complete this activity
- Be prepared to share the experience
- You will have 20 minutes to complete the activity.

Next Steps

- What information were we unable to complete?
- How do we move forward?
 - Investigation
 - Inquiry
 - Resources and Support
- What do we need to initiate an investigation?
- What if the Complainant was anonymous? Or decided not to continue with a formal investigation?

Completed Intake Form



Texas A&M University South Padre

COMPLAINT INTAKE FORM

Date/Time: 2/14/2025, 3:20 PM Intake by: Jessica Hernandez, Case Manager

Name: Emily Rivera UIN: 8675309

Phone: 956-281-4667 Email: erivera@tamu-sp.edu

Preferred Method of Contact: email Gender: female

Role: X Student Faculty Staff Other Date of Birth: 03/27/2004

INCIDENT INFORMATION

Location of Incident: Chemistry Building in lecture hall and research lab
(include address if available)

Date of Incident: 2/03/2025 Time of Incident: approx. 10:00 AM

Discriminatory Animus: sexual harassment
(include specific protected class)

Respondent Name/Role: Dr. James Callahan, Chemistry Professor

Respondent Phone (if known): unknown Email (if known): jcallahan@tamusp.edu

Did the alleged behavior cause the Complainant to fear for their safety or that of others? Yes

Did the alleged behavior cause the Complainant to suffer from substantial emotional distress? Yes

Brief Description of Incident (include how and why you believe your rights were violated):

Respondent has been making "creepy" comments to her since Fall 2024 semester when she started working
as research assistant. Makes comments like "that dress would look better on the floor" and commented her
shoes "look like stripper shoes." Stands really close to her and has brushed his hand against her thigh. The
incident that brought her in was on 2/03/2025 when he pointed out a coffee stain and touched her breast.

Was a Police Report Filed? No If so, which Police Department? N/A

Is the respondent a PI or Co-PI on any current or pending NSF Grants? Yes, Co-PI

The Party requests the following resolution:

<u> X </u>	Investigation	<u> </u>	No Resolution at this time (Report Only)
<u> </u>	Informal Resolution	<u> </u>	Undecided/Not Applicable

The Party requests the following supportive measures:

Personal Support (e.g. Counseling, Housing Relocation, EAP, etc.):

Already working with CARE; intends to continue.

Academic Support (e.g. Tutoring, Retaking Exam/Class, Changing Section, etc.):

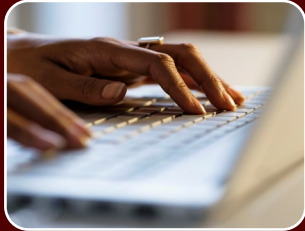
Met with advisor and was able to drop his class.

Other Supportive Measures requested (e.g. No Contact Directive):

Still working as his research assistant but would like to discuss options about transferring to another lab.

 The Party requested no support or remedies at this time.

At a Glance...



Receiving Reports



Conducting the Intake



Pre-Investigation Review

What does policy/regulation say?

4.2 Investigations and Adjudications

4.2.1 The designated office(s) to receive complaints of discrimination will review each one to determine if there is sufficient information to proceed with an investigation or if additional information is needed.

- (b) If the information is sufficient, the designated office will forward the complaint to an appointed investigative authority within five (5) business days of the determination to proceed with the investigation.

Pre-Investigation Review

Do we have enough to move forward?

- What evidence do we have?
- Will we need to conduct an inquiry?

Do we have jurisdiction?

- Is there discrimination or harassment?
- Did it occur in our spaces?

If no jurisdiction, what action is required?

- Referral
- Supportive measures

Pre-Investigation Review

- Assign the IA(s)
 - Single Investigator or Co-Investigators?
- Together with the IA(s), develop the investigation plan:
 - Review the intake information and evidence to determine the prohibited conduct.
 - Identify the policies, regulations, and member rules in question.
 - Identify the allegation questions central to the investigation.
 - What evidence is available or might be available?
 - What experts/officials might need to be consulted?
 - Consider the interviews and draft interview questions.
- Issue the Notice of Investigation to parties, simultaneously.

What does policy/regulation say?

4.2 Investigations and Adjudications

4.2.1 The designated office(s) to receive complaints of discrimination will review each one to determine if there is sufficient information to proceed with an investigation or if additional information is needed.

- (b) If the information is sufficient, the designated office will forward the complaint to an appointed investigative authority within five (5) business days of the determination to proceed with the investigation.
- (c) The designated office will provide written notification to the complainant(s) and the respondent(s) of: (1) receipt of the complaint stating the allegation of a violation of this regulation; (2) the appointed investigative authority; (3) the appointed designated administrator; (4) interim supportive measures, if any; (5) admonishments regarding cooperation and prohibiting retaliation, and (6) any informal resolution process that may be available.
- (d) An unredacted version of the complaint will be given to an employee respondent(s) and their advisor, if applicable, with admonishments regarding privacy.

Continued Collaboration

- Check in regularly with the investigation throughout the process.
- Provide guidance in drafting report.
- Serve as first line of review before submitting to SECO for review.
- Work with SECO on review stage including IA in the process; be sure to provide guidance on draft after party review.
- Provide guidance to DA/Hearing Panel during adjudication process.

Complaint Dismissals

Mandatory vs. Discretionary

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What does policy/regulation say?

4.2 Investigations and Adjudications

- 4.2.1 The designated office(s) to receive complaints of discrimination will review each one to determine if there is sufficient information to proceed with an investigation or if additional information is needed.
- (a) If the information is insufficient, the designated office, in consultation with OGC, may conduct an initial assessment into the circumstances of the complaint and (1) dismiss it as baseless; (2) close it for insufficient information to investigate or lack of jurisdiction (see 4.2.9); (3) refer it to another office which has responsibility for such complaints; or (4) with the consent of the parties, as well as with 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. The designated office will notify the complainant of such action in writing.

What does policy/regulation say?

A&M System Regulation 08.01.01, Section 4.2.1(a):

1. Allegations are baseless
2. Insufficient information
3. Lack of jurisdiction
 - a) Refer complaint to appropriate office
4. Refer to informal resolution
 - a) Requires consent of all parties
 - b) Requires SECO approval

What does policy/regulation say?

Section 4.2.10 – Title IX

- d) 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 member's education program or activity, or did not occur against a person in the United States, then the member must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX; such dismissal does not preclude action under another provision of the member's conduct standards, nor does it preclude the member proceeding with a civil rights process under this Regulation as Sex-based Misconduct provided that the investigatory, adjudicatory, and informal resolution processes are administered as outlined in Section 4.2.9.

What does policy/regulation say?

A&M System Regulation 08.01.01, Section 4.2.10 (a)
– Title IX, Mandatory Dismissals:

1. Would not constitute sexual harassment as defined, even if proved;
2. Did not occur in the member's program or activity; or
3. Did not occur against a person in the United States

Must dismiss from TIX, but might still continue under another process (including other civil rights)

What does policy/regulation say?

Section 4.2.10 – Title IX

- e) Discretionary dismissals - Members may also dismiss a formal complaint 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 member, or if specific circumstances prevent the member 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 another provision of the member's conduct standards, nor does it preclude the member proceeding with a civil rights process under this Regulation as Sex-based Misconduct provided that the investigatory, adjudicatory, and informal resolution processes are administered as outlined in Section 4.2.9.

What does policy/regulation say?

A&M System Regulation 08.01.01, Section 4.2.10 (a) – Title IX, Discretionary Dismissals:

1. If the complainant wishes to withdraw it,
2. If the respondent is no longer enrolled or employed by the member, or
3. If specific circumstances prevent the member from collecting evidence sufficient to reach a determination
 - a) when the complainant has ceased participating in the process;
 - b) when the passage of time precludes the collection of sufficient evidence
 - c) when complainant's identity is not known; and
 - d) when the exact same allegations have already been investigated and adjudicated

Dismissal from TIX, might still continue under another process (including other civil rights)

What does policy/regulation say?

Section 4.2.10 – Title IX

- f) Upon a dismissal required or permitted pursuant to (d) and (e) above, the member 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 member designated appellate authority. Appeals processes will be established by each member in consultation with OGC and SECO.

What does policy/regulation say?

A&M System Regulation 08.01.01, Section 4.2.10 (a)
– Title IX:

1. Upon dismissal, the member must
 - a) promptly send written notice of the dismissal and the reason(s) therefore simultaneously to the parties;
 - b) give the parties the opportunity to appeal a dismissal to the member designated appellate authority.

Appeals processes will be established by each member in consultation with OGC and SECO.



Questions?

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