Title IX
Sex Discrimination and Harassment

Title IX of the Education Amendments and Texas A&M Engineering Experiment Station (TEES) rules prohibit discrimination in educational programs and activities based upon sex.

Sexual harassment, including sexual violence, is a form of sex discrimination and is therefore prohibited under Title IX. Unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct is so severe, persistent or pervasive that it unreasonably interferes with a person’s work or educational performance or creates an intimidating or hostile environment.

The following are examples of types of conduct that may constitute sexual harassment:

- Inappropriate touching, patting, or hugging
- Nonconsensual sexual activity
- Invasion of sexual privacy
- Obscene phone calls, texts, emails, photographs or gestures

Any person (student, employee, or guest) who believes that discriminatory practices have been engaged in based upon sex may discuss their concerns and file a complaint of possible violations of Title IX.

It is the policy of TEES to provide equal employment and educational opportunity on the basis of merit without discrimination because of age, race, ethnicity, color, sex, national origin, religion, sexual orientation, veteran status, or disability.

Reporting an Incident

An individual who believes that he or she has been subjected to discrimination, sexual harassment and/or related retaliation should promptly report the incident(s) to her/his supervisor, the director of Personnel Services or the Title IX Coordinator.

**TEES Title IX Coordinator**
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