

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 Human Resources or the Title IX Coordinator.

TEES Title IX Coordinator

Lisa Akin
Director, Ethics & Compliance
(979) 458-7473

Director
Engineering Human Resources
Damon Slaydon
(979) 458-7699

TEES State Headquarters
Eastmark Building
7607 Eastmark Drive
College Station, TX 77840

