



## **Student Complaints Regarding Offensive or Discriminatory Conduct in Interviews or Hiring**

### **Texas A&M University Notice of Nondiscrimination**

Texas A&M University is committed to providing safe and non-discriminatory learning, living, and work environments for all members of the University community. The University provides equal opportunity to all employees, students, applicants for employment or admission, and the public regardless of race, color, sex to include pregnancy and related conditions[1], religion, national origin, age, disability, genetic information, veteran status, sexual orientation, or gender identity. Texas A&M University will promptly, thoroughly, and fairly investigate and resolve all complaints of discrimination, harassment (including sexual harassment), complicity and related retaliation based on a protected class in accordance with System Regulation 08.01.01, University Rule 08.01.01.M1, Standard Administrative Procedure (SAP) 08.01.01.M1.01, and applicable federal and state laws. In accordance with Title IX and its implementing regulations, Texas A&M does not discriminate on the basis of sex in any educational program or activity, including admissions and employment.

The University's response to allegations of discrimination, harassment, complicity, and related retaliation will be 1) prompt, thorough, and equitable; 2) intended to prevent the recurrence of any harassment; and 3) intended to remedy its discriminatory effects, as appropriate. A substantiated allegation of such conduct may result in disciplinary action, up to and including separation from the University. Visitors, contractors, and third parties who commit discrimination, harassment, complicity, or related retaliation may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

The procedures for responding to allegations of discrimination, harassment, complicity, and related retaliation against students, faculty, staff, and third parties are detailed in the University's [SAP](#). The sanctioning guidance for substantiated allegations against employees and students can also be found in the [SAP](#). Additional sanctioning guidance related to substantiated sex-based allegations against students can be found here: [Title IX Cumulative Sanctioning Matrix](#). Questions about the University's policies or procedures should be directed to Jennifer Smith, Assistant Vice President & Title IX Coordinator at [civilrights@tamu.edu](mailto:civilrights@tamu.edu).

### **Equal Opportunity Obligation of Employers Using Law School Facilities**

The programs and services of the Office of Career Services (OCS) are available only to those employers whose hiring practices conform to the nondiscrimination notice of Texas A&M University.

In compliance with the policy of the Association of American Law Schools, the American Bar Association and the National Association of Law Placement, the Law School is obligated to require and does require that employers using the school's facilities provide students and graduates with

equal opportunity to obtain employment. As a condition of the use of Law School facilities, the Law School seeks the employer's assurance of its willingness to observe these principles of nondiscrimination. An employer's request to use Law School facilities constitutes that assurance. Employers using the OCS are advised of these policies and procedures, and are assumed to be familiar with the equal employment provisions of federal and state law.

### **Complaint Procedures**

The University has designated Jennifer Smith, Assistant Vice President and Title IX Coordinator to receive all reports of discrimination, harassment, complicity and retaliation related to a protected class or status. Protected classes or statuses include race, color, sex, gender identity, age, religion, disability, national origin, immigration status, citizenship status, sexual orientation, genetic information, or veteran status.

To file a report with the University, please contact:

**Ms. Jennifer M. Smith, TAMU Assistant Vice President & Title IX Coordinator**  
Office of Risk, Ethics & Compliance | Department of Civil Rights and Equity Investigations  
YMCA Building, Suite 108  
College Station, TX 77843  
(979) 458-8407  
[civilrights@tamu.edu](mailto:civilrights@tamu.edu)

You may also submit a report online through the Title IX Website, which may be found at [titleix.tamu.edu](http://titleix.tamu.edu).

For more information, please visit: [Texas A&M University Notice of Nondiscrimination](#).

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