



Title IX

EAST TEXAS A&M

No individual will, on the basis of race, color, sex, religion, national origin, age, disability, genetic information, or veteran status, be excluded from participation in, or be denied the benefit of or be subject to discrimination under any university program or activity.

Sex-based Harassment – Unwelcome conduct on the basis of sex that is: 1) Quid pro quo harassment; 2) determined by a reasonable person to be so severe and persistent and pervasive and objectively offensive that it effectively denies a person equal access to the education program or activity; 3) Specific offenses including, sexual assault, dating violence, domestic violence, or stalking based on sex.

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Sex-based discrimination may—or may not—be *sexual* in nature. Regardless, such conduct is prohibited when it impacts access to or benefits of educational services and/or activities.

Any individual who believes that they (or others) have been subjected to sex based discrimination **or related retaliation** by an **ETAMU** affiliate should **promptly** report the incident to the Title IX Coordinator or an appropriate supervisor. Please note that **all** ETAMU employees—except those with a professional exemption—are required to **promptly** report all instances of known discrimination that has impacted any University affiliate.

Title IX applies to all educational programs including, but not limited to academics, admissions, athletics, training programs, financial aid, and housing. Any person (student, faculty, staff, or visitor) who experiences or observes potentially discriminatory conduct may discuss concerns or file a complaint with the campus Title IX Coordinator.

You may also file a complaint with either of the following federal agencies at their Texas locations:

The Office for Civil Rights, **U.S. Department of Education**, 1999 Bryan Street, Suite 1620, Dallas, TX 75201-6810 (214) 661-9600
Dallas District Office, **Equal Employment Opportunity Commission**, 207 S. Houston Street, Dallas, TX 75202 1-800-669-4000