

## POLICY ON DISCRIMINATION, SEXUAL HARASSMENT, SEXUAL ASSAULT, DATING VIOLENCE, AND STALKING

Texas Education Code Section 51.282

Texas A&M University-San Antonio does not discriminate on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, pregnancy or parenting status, or any other classification protected by federal, state, or local law in admissions, educational programs, and employment of faculty or staff. This includes the prohibition of sexual harassment, sexual assault, dating violence, and stalking. Sexual harassment means unwelcome, sex-based verbal, physical, or electronic conduct that (1) in the employment context, unreasonably interferes with a person's work performance or creates and intimidating, hostile, or offensive work environment; or (2) in the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities at a postsecondary educational institution.

The Texas A&M University System Policy [08.01](#), *Civil Rights Protections and Compliance*, A&M System Regulation [08.01.01](#), *Civil Rights Compliance*, and Texas A&M University-San Antonio Rule [08.01.01.01](#), *Civil Rights Compliance*, outline the following:

- 1) Definitions of prohibited behavior;
- 2) Sanctions for violations;
- 3) The protocol for reporting and responding to reports of sexual harassment, sexual assault, dating violence, and stalking;
- 4) Interim measures to protect victims of sexual harassment, sexual assault, dating violence, or stalking during the pendency of the institution's disciplinary process, including protection from retaliation, and any other support measures available to those victims at the institution; and
- 5) A statement regarding:
  - a. The importance of a victim of sexual harassment, sexual assault, dating violence, or stalking going to a hospital for treatment and preservation of evidence, if applicable, as soon as practicable after the incident;
  - b. The right of a victim of sexual harassment, sexual assault, dating violence, or stalking to report the incident to the institution and to receive a prompt and equitable resolution of the report; and
  - c. The right of a victim of a crime to choose whether to report the crime to law enforcement, to be assisted by the institution in reporting the crime to law enforcement, or to decline to report the crime to law enforcement.

Through its approval of A&M System Policy 08.01, The Texas A&M University System Board of Regents has delegated to the system Chancellor the authority to approve A&M System

Regulation 08.01.01, which in turn delegates to A&M-San Antonio the authority to approve A&M-San Antonio Rule 08.01.01.O1. (Reference: A&M System Policy 01.01, *System Policies and Regulations, and Member Rules and Procedures.*)