



# Resources, Rights, and Options for Victims of Sexual Harassment, Sexual Misconduct, Stalking, Domestic Violence or Dating Violence

(for Texas A&M campus located in Brazos County)

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A student or an employee who is a victim of sexual harassment (including sexual misconduct or stalking), domestic violence, or dating violence, whether it occurred on or off-campus, has certain resources, rights and options available. For questions and more information: **students** should contact Student Assistance Services at 979-845-3113 or [sas@tamu.edu](mailto:sas@tamu.edu); **faculty and staff** should contact the Office of Risk, Ethics, and Compliance at (979) 458-0883.

## THE DIFFERENCE BETWEEN A VICTIM AND A SURVIVOR

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The terms 'victim' and 'survivor' are typically interchanged words for the injured party in a sexual violence incident. However, there is a subtle difference. A victim is someone who has recently been attacked, or is currently in an abusive situation, while a survivor has begun to move past the experience and seek help. For the purposes of this resource we will use the word survivor with the understanding that individuals may be at different places on the continuum.

## PRIVACY OF INFORMATION VS. CONFIDENTIALITY

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### Privacy of Information

While the university wishes to create an environment in which individuals feel free to discuss concerns and make complaints, the university may be obligated to take action when its officials are informed that sex discrimination or sexual harassment (i.e., sexual assault, sexual misconduct, dating violence, domestic violence, and stalking) may be occurring.

Information shared with university personnel and officials not listed below as confidential reporting options is considered private but not confidential. Although the confidentiality of the information received, the privacy of the individuals involved, and the wishes of the complainant/survivor regarding action by the university cannot be guaranteed, they will be protected to as great a degree as is legally possible.

The University is committed to protecting the privacy of reporting parties, complainants, and alleged offenders. Given the sensitive nature of reports, information will be maintained in a secure manner and will only be disclosed to school officials who are responsible for handling the university's response and/or have a legitimate educational interest.

The expressed wishes of the complainant/survivor regarding confidentiality will be considered in the context of the university's obligation to act upon the information and the right of the charged party to be informed about charges against them. If the individual does not disclose any identifying information about themselves or any other party involved (e.g., names, department or unit) during the inquiry, response on the part of the university may be limited. If charges have been issued to an accused student, a student conduct file is created. That file is part of the student's education record and is protected under the Family Educational Rights and Privacy Act (FERPA). For more information about FERPA, go to: <http://registrar.tamu.edu>.

### Confidentiality

Persons gathering general information, seeking guidance, or filing a complaint may be concerned about the confidentiality of the information they are sharing.

Victims have the option to report confidentially through a university official listed as a confidential reporting option based on the official's occupation or relationship to the victim. See Confidential Reporting Options below.

## IMMEDIATE INTERIM MEASURES AND ACCOMMODATIONS

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Survivors may have various options and assistance in changing academic, living, transportation, and work situations if requested by the survivor and are reasonably available. These requests will be considered regardless of whether the survivor chooses to report the incident to law enforcement. Examples of potential accommodations include assistance in obtaining institutional no contact orders and/or changing living location, parking location, or class schedules to reduce the chance of continued contact with the alleged offender.

The University will maintain as confidential, to as great a degree as legally possible, any accommodations or interim measures provided to the victim to the extent that maintaining such confidentiality would not impair the University's ability to provide the accommodation or interim measure.

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## HOW INCIDENTS MAY BE REPORTED

**Anonymous Reporting Option:** Individuals wishing to submit an anonymous report may use [Tell Somebody](#), an electronic reporting option. The University's ability to investigate and respond to an anonymous report may be limited.

### Reporting to Law Enforcement

Survivors have the option of notifying or not notifying law enforcement authorities including university and local police. An anonymous "Jane/John Doe" report can be filed with the police while deciding whether to pursue criminal charges. Law enforcement is able to help survivors understand the process of obtaining orders of protection, restraining orders, or similar lawful orders issued by the courts. Below is a list of local law enforcement agencies. Reports should be filed with the agencies where the incident occurred. The Dean of Student Life or staff in Student Assistance Services is available to assist student survivors who choose to notify law enforcement authorities. Faculty and Staff can contact The Office of Risk, Ethics, and Compliance for assistance with notification to law enforcement authorities.

Name	Phone	Name	Phone
University Police Department	979-845-2345	College Station Police Department	979-764-3600
Bryan Police Department	979-209-5301	Brazos County Sheriff's Department	979-361-4100

### Importance of Preserving Physical Evidence

Whether a survivor has decided or is still deciding to report, they should attempt to preserve all physical evidence that could aid in criminal prosecution or in obtaining a protection order. Physical evidence should be collected immediately, ideally within the first 24 hours. It may be collected later than this, but the quality and quantity of the evidence may be diminished. Survivors of sexual assault should NOT shower or bathe, wash hands, use the toilet, change clothing, or wash clothing or bedding until evidence can be collected. If the survivor has changed clothes and is at a location other than the crime scene, all clothing worn at the time (or bedding) should be carefully placed into a paper, not plastic, bag to be given to the police. If the survivor believes they have been drugged, traces of the drug may still appear up to 96 hours after ingestion (depending on dosage and individual metabolism) and the chances of getting proof are best when the sample is obtained quickly.

It is also helpful for survivors to retain communications and document any contact with the alleged offender. If possible, survivors should write down dates, times, locations of contact and preserve any text messages, emails, and/or social media site postings related to the incident.

### Reporting to the University (Title IX Complaint)

Texas A&M University strives to maintain a work and educational environment free from discrimination, sexual harassment, and related retaliation in accordance with applicable federal and state laws. Students and unrelated third parties are encouraged to report all unwelcome conduct of a sexual nature.

An employee who witnesses, is subjected to, or is informed about incidents of sexual discrimination, sexual harassment (including sexual violence), and/or related retaliation **must** file a Title IX complaint with the designated official below who handles alleged violations perpetrated by students, faculty, staff, or unrelated third parties.

<b>If the Alleged Offender is a:</b>	Student	Faculty Staff Visitor, Contractor, or Vendor Unknown
	Dr. Anne Reber <a href="#">Dean of Student Life</a> Student Services @ White Creek Student Life 3 (Bldg. #0072) Room 101 Texas A&M University College Station, TX 77843-1257 (979) 845-3111	Kevin McGinnis Chief Compliance Officer Medical Sciences Library 202 Olsen Blvd, Suite 007 College Station, TX 77843 (979) 458-8407 <a href="mailto:civilrights@tamu.edu">civilrights@tamu.edu</a>
<b>Then the Official Contact is:</b>		

Individuals may also make inquiries or file a Title IX complaint by contacting the University's Title IX Coordinator, Jennifer Smith, [TitleIX.Coordinator@tamu.edu](mailto:TitleIX.Coordinator@tamu.edu), 979-845-0977, or visiting the Title IX Office at 750 Agronomy Road, Suite 2101, College Station, TX 77843-1250.

### Reporting to a Federal Agency

The United States Department of Education's Office for Civil Rights (OCR) is a federal agency responsible for enforcing Title IX. Information regarding filing a complaint with OCR can be found at <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=r>

### RETALIATION

The university will take reasonable action to protect the complainant/survivor, the alleged offender, and those providing witness statements on behalf of either party or supporting either party from retaliation. Additionally, those individuals are encouraged to report to designated officials any acts of retaliation from other parties associated with the incident. This action may come at any time during or following an investigation of a sexual harassment complaint. Instances of retaliation will be investigated and may result in further conduct charges. Individuals are reminded that should there be fear of physical safety a report should be made to the appropriate law enforcement agency.

### CONDUCT PROCEEDINGS AND POSSIBLE SANCTIONS

#### Purpose of the University Investigation

An investigation is a process to collect information regarding a reported incident. An investigation is conducted in order to determine whether additional action may need to be taken. The investigation also provides an opportunity for the complainant(s) and accused individuals to give their perspectives on the situation under investigation. Once an investigation is conducted, it is routed to the appropriate university officials for review.

#### Role of an Advisor

An advisor in the context of a university complaint relating to the topics referenced above is an individual who lends support to an individual through the process. An advisor may be anyone, including an attorney, family member, or friend, that the individual chooses to serve in that role.

#### Applicable Rules

For more information regarding the filing and processing of a sexual harassment and/or sexual misconduct report **for students**, please visit:

- Student Rule 47. <http://student-rules.tamu.edu/rule47> for specific information about the investigation and resolution of sexual harassment complaints
- Student Rule 26. <http://student-rules.tamu.edu/rule26> for specific information about the student conduct process, including the role of an advisor
- Student Rule 27. <http://student-rules.tamu.edu/rule27> for specific information about possible sanctions resulting from a student conduct proceeding

For more information regarding the filing and processing of a sexual harassment and/or sexual misconduct report **for employees**, please visit:

- [University Standard Administrative Procedure 08.01.01.M1.01](#)

### COUNSELING AND OTHER SUPPORT RESOURCES

Counseling, health, mental health, advocacy, legal and other services are available for survivors both on-campus and in the community. Below is a brief list of available resources.

#### Counseling

Name	Phone	Address	Website
Employee Assistance Program (Staff and Faculty)	979-845-3711	3608 E. 29 <sup>th</sup> Street Suite 101 Bryan, Texas	<a href="http://employees.tamu.edu/eap">employees.tamu.edu/eap</a>
Student Counseling Service (only available to students)	979-845-4427	White Creek, Texas A&M Campus	<a href="http://scs.tamu.edu">scs.tamu.edu</a>

**Medical and Health Services**

<b>Name</b>	<b>Phone</b>	<b>Address</b>	<b>Website</b>
<b>Student Health Services (only available to students)</b>	979-458-8250	A.P. Beutel Health Center, Texas A&M Campus	<a href="http://shs.tamu.edu">shs.tamu.edu</a>
<b>College Station Medical Center</b>	979-764-5100	1604 Rock Prairie Road, College Station, TX	<a href="http://csmedcenter.com">csmedcenter.com</a>
<b>Scott &amp; White Hospital</b>	979-207-0100	700 Scott & White Drive, College Station, TX	<a href="http://sw.org/location/college-station-hospital">sw.org/location/college-station-hospital</a>
<b>St. Joseph Hospital</b>	979-776-3777	2801 Franciscan Drive, Bryan, TX	<a href="http://st-joseph.org">st-joseph.org</a>

**Support, Advocacy, and Other Resources**

<b>Name</b>	<b>Phone</b>	<b>Address</b>	<b>Website</b>
<b>Employee Assistance Program</b>	979-845-3711	3608 E. 29 <sup>th</sup> Street Suite 101 Bryan, Texas	<a href="http://employees.tamu.edu/eap">employees.tamu.edu/eap</a>
<b>Student Assistance Services</b>	979-845-3113		<a href="http://sas.tamu.edu">sas.tamu.edu</a>
<b>Women's Resource Center</b>	979-845-8784	White Creek, Texas A&M Campus	<a href="http://wrc.tamu.edu">wrc.tamu.edu</a>
<b>GLBT Resource Center</b>	979-862-8920	Bizzell, Texas A&M Campus	<a href="http://studentlife.tamu.edu/glb">studentlife.tamu.edu/glb</a>
<b>National Sexual Assault Hotline</b>	1-800-656-HOPE		
<b>SARC --Sexual Assault Resource (A community resource)</b>	979-731-1000		<a href="http://sarcbv.org">sarcbv.org</a>
<b>The National Domestic Violence Hotline</b>	1-800-799-7233 1-800-787-3224 (TTY)		<a href="http://thehotline.org">thehotline.org</a>
<b>Student Counseling Service HelpLine (afterhours)</b>	979-845-2700		<a href="http://scs.tamu.edu">scs.tamu.edu</a>
<b>Student Legal Services</b>	979-862-4502		<a href="http://studentlife.tamu.edu/sls">studentlife.tamu.edu/sls</a>
<b>International Student Services (visa &amp; immigration assist.)</b>	979-845-1824		<a href="http://iss.tamu.edu">iss.tamu.edu</a>
<b>University Police Department -- Victim Services</b>	979-458-9767	1111 Research Pkway, Texas A&M Campus	<a href="http://upd.tamu.edu/Pages/VictimsAdvocate.aspx">upd.tamu.edu/Pages/VictimsAdvocate.aspx</a>
<b>Student Financial Aid</b>	979-845-3236	2nd Floor, Pavilion, Texas A&M Campus	<a href="http://financialaid.tamu.edu/">financialaid.tamu.edu/</a>
<b>Bryan Police Department Victim's Assistance</b>	979-209-5312	301 South Texas Avenue, Bryan, TX	
<b>College Station Police Victim Advocacy &amp; Assistance Program</b>	979-764-5004	2611 Texas Avenue South, College Station, TX	<a href="http://www.cstx.gov/index.aspx?page=2222">www.cstx.gov/index.aspx?page=2222</a>
<b>Brazos County Family Violence Unit</b>	979-361-4300	300 East 26th Street, Suite 105, Bryan, TX	<a href="http://brazoscountytexas.gov/index.aspx?NID=112">brazoscountytexas.gov/index.aspx?NID=112</a>
<b>Twin City Mission Domestic Violence Services</b>	979-775-5355	2505 South College Avenue, Bryan, TX	<a href="http://www.twincitymission.org/phoebeshome.shtml">www.twincitymission.org/phoebeshome.shtml</a>