



Texas A&M University–Central Texas

2026 ANNUAL SECURITY REPORT

In compliance with the Jeanne Clery Campus Safety Act (20 USC § 1092(f), 34 CFR 668.46).

Containing Information for the 2026 – 2027 Academic Year

Contains Crime Statistics for Calendar Year 2025, 2024, and 2023

This Annual Security Report is available on the Texas A&M University–Central Texas Campus Safety Report website at: <https://www.tamuct.edu/university-police/clery/>.

Email clerycompliance@tamuct.edu for assistance if any link does not function properly.

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Preparation of the Annual Security Report and Disclosure of Crime Statistics

Enacted in 1990, The Crime Awareness and Campus Security Act was designed to assist the campus community in making decisions which affect their personal safety by requiring institutions of higher education to provide certain campus security information to current and prospective students and employees annually. The Higher Education Act of 1998 and the subsequent amendments of the implementing regulations (34 C.F.R.668.46) significantly expanded institutions' obligations under the Act. The Act was also renamed the "Jeanne Clery Campus Safety Act" (hereafter the Clery Act).

The A&M-Central Texas University Police Department (UPD) is responsible for preparing and distributing the Annual Security Report to comply with the Clery Act. The Annual Security Report is published every year by October 1st and contains three years of selected campus crime statistics and campus security policy statements for the 2026-2027 academic year in accordance with the Clery Act. The 2026 Annual Security Report contains crime statistics for calendar years of 2025, 2024, and 2023.

For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law).

All of the statistics are gathered, compiled, and reported to the University community via this report, which is published by the A&M Central Texas University Police Department. UPD submits the annual crime statistics published in this brochure to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Annual Security Report Notifications

Each year, an email notification which provides website access to this report is sent to all current students, faculty, and staff. Upon request, individuals may obtain a written paper copy of the report at UPD located at 7807 West Campus Drive, CORE Building, by calling 254-501-5802, or emailing clerycompliance@tamuct.edu. The report is found at the following website: <https://www.tamuct.edu/university-police/clery/>.

Prospective employees are notified of the availability of the Annual Security Report by a paper document which is given to the applicant during the interview process. Website access to the Annual Security Report is provided by the Human Resources Department by the "Employment Opportunities" webpage at <https://www.tamuct.edu/human-resources-jobs/employment-opportunities/> and on the Important Information webpage https://tamus.wd1.myworkdayjobs.com/TAMUCT_External through a link under the "Safety and Security Notices" heading.

Prospective students are notified of the availability of the Annual Security Report when applying for admissions. Website access to the Annual Security Report is provided by the Admissions Office through a link titled “Clery Act Information” located at the bottom of the Admissions webpage under other resources: <https://www.tamuct.edu/admissions/> and through the ApplyTexas One Application at <https://www.applytexas.org/> and selecting A&M University–Central Texas.

Campus Law Enforcement Policies

Police Department Overview

UPD provides law enforcement and security services to all components of A&M University – Central Texas.

The department has 12 authorized full-time positions and 7 part-time positions including 9 state certified patrol officers, 2 communications officers, 7 security officers, 1 administrative support personnel, and 4 student assistants. Patrol is the core of the UPD. Patrol officers are responsible for responding to calls for service, preliminary investigation of calls for service, traffic enforcement, and accident investigation. The department also maintains a Security Section responsible for additional patrolling and security of buildings on campus, a Criminal Investigations Section including detectives, and the Victim Services Unit; a Communications Section primarily responsible for dispatching patrol and security officers; a Compliance and Support Section including Clery, Records and Evidence Unit, and the Public Information Officer function; a Personnel and Recruiting Section responsible for hiring, training, and recruiting; and Community Engagement Unit. Other personnel within the department include the Texas Police Chiefs Association Accreditation Manager and administrative support.

To provide a safe campus for our students, staff, faculty and visitors, the department has uniformed officers on patrol 24 hours a day, year-round. To provide this around-the-clock coverage, our officers work in two shifts with an additional third overlapping shift as staffing allows. Security Officers work with our armed Patrol officers by constantly patrolling the university properties at night year-round.

Jurisdiction

The UPD is the primary police authority for A&M University–Central Texas. UPD police officers are certified Texas peace officers as defined in *Chapter 2A of the Texas Code of Criminal Procedure*. Pursuant to *section of 51.203 of the Texas Education Code*, police officers commissioned by the state institution of higher education have authority and jurisdiction in all counties in which property is owned, leased, rented, or otherwise under the control of the institution of higher education. The patrol jurisdiction for security officers is limited to buildings or properties owned or controlled by the A&M–Central Texas campus.

Arrest Authority

As peace officers, UPD's armed police officers have the same full authority to detain and arrest as municipal police officers. UPD employs commissioned police officers and non-commissioned security officers. The security officers have no arrest authority. The non-commissioned security officers do not have the authority to detain or make arrests. However, their presence and observation at various campus locations support and assist the work of the UPD Patrol section.

Enforcement Authority

UPD is computer linked to city, state, and federal criminal justice agencies, which provide access to criminal records, wanted persons, stolen property, and vehicle information through the Texas Crime Information Center (TCIC) and National Crime Information Center (NCIC) networks. All crimes reported to UPD security or sworn police officers are investigated and are referred for prosecution through the Offices of the County Attorney and District Attorney when appropriate. Security officers are not sworn officers and do not have enforcement authority. Criminal matters involving university students, employees, or others on campus are referred to police officers. Students and employees may also be referred to university administration for disciplinary action.

Working Relationships and Agreements

The UPD maintains an excellent working relationship with all area law enforcement agencies including the City of Killeen Police Department, and the Bell County Sheriff's Department. These working relationships are maintained through a written mutual aid agreement. These agreements allow for cooperation in the performance of police protection including the investigation of alleged crimes, enforcement of laws, and communication between agencies pursuant to the agreement. Working relationships are also maintained through periodic communications among agency administrators and frequent contact between patrol officers and investigators cooperating on specific cases. Through these relationships, UPD may be provided information regarding student non-campus criminal activity, including student organizations with non-campus housing.

UPD also maintains excellent working relationships with many state and federal agencies on an as needed basis. These agencies include but are not limited to the Federal Bureau of Investigations, The United States Secret Service, Alcohol Tobacco and Firearms, and the Texas Department of Public Safety.

A request is distributed to local law enforcement agencies annually to solicit cooperation in informing the institution about crimes. The request is specific to inform UPD about situations reported to the given local law enforcement agency that may warrant an emergency response or timely warning notification.

Monitoring Non-Campus Locations

When an A&M-Central Texas student is involved in an offense in a non-campus location, UPD may assist with the investigation in cooperation with local, state, or federal law enforcement agencies but does not actively record or monitor criminal activity at non-campus locations, including housing owned or controlled by officially recognized student organizations. UPD may assist in accordance with mutual assistance agreements. Institutional sponsored travel by students or student organizations to locations outside of Bell County may result in the location meeting the criteria for Clery non-campus property. UPD does not monitor or record criminal activity at these non-campus locations. The local law enforcement agency with jurisdiction at the location responds when police services are requested.

Professional Standards

Providing excellent service and maintaining good relationships within the community is vital to achieving UPD's overall mission of keeping the campus safe and secure. All members of the A&M University–Central Texas community can expect to be treated in a courteous and professional manner by members of the department. UPD will not tolerate an employee who acts unprofessionally or who does not provide an appropriate level of service. Instances where UPD employees have been especially helpful or have exceeded expectations in service can also be recognized.

The quality of UPD's service is dependent in part on feedback from the community. Please help the department improve by bringing complaints and compliments to the attention of any of the following individuals in a timely manner:

- Request the Police Supervisor on duty by calling 254-501-5804. This individual is available 24 hours a day.
- Address written correspondence to: Chief of Police, UPD, TAMUCT, 1001 Leadership Place, Killeen, Texas 76549 or dps@tamuct.edu.

Campus Law Enforcement Telephone Directory

Area Code --- 254 (for all numbers listed below), Website:

<https://www.tamuct.edu/university-police/>

Emergencies-from on campus phones/police/Fire/Medical	911	Non-Emergencies/General Assistance	501-5805
TAMUCT Chief of Police	501-5802	Community Services Unit	345-1525 or 345-0829
Patrol Unit	501-5804	Personnel and Recruiting Unit	501-5804

Criminal Investigations Unit	943-4221 or 278-3248	Public Information Unit	501-5802 or 345-1525
Records Unit	501-5802	Security Section	501-5805
Training Unit	501-5804	Victim Services Unit	943-4221 or 278-3248

Reporting Crimes and Other Emergencies

Incident Reporting and Response

Criminal actions or any on-campus emergency should be reported immediately to UPD by dialing 911 from any campus phone, 911 from a cellular phone, or in person. If you use a campus phone (landline) dial 911 to reach an emergency operator. Also, one of the many emergency telephones located throughout campus may be used. Campus elevators are also equipped with emergency phones. For non-emergencies, contact UPD at 5805 from a campus phone or call 254-501-5805 from an off-campus phone, or cellular phone. UPD personnel are available on these respective telephone numbers 24 hours a day to answer your calls. Upon receipt of the call, UPD Communications Center personnel can supply information or dispatch officers, as necessary. Electronic crime reports can be filed with UPD by emailing dps@tamuct.edu.

UPD calls for service are received in the UPD Communications Center where the information is entered into a Computer Aided Dispatch (CAD) system. The Communications Operator will request basic information regarding the call for service, and the caller's contact information as an officer may need to subsequently reach the reporting party. A police officer will either be dispatched to the scene or to the office to take the call by telephone, depending on the type of call. The police officer may then issue a case number for the call and complete an incident or offense report. Copies of all incident and offense reports are kept with the UPD Records Unit for the mandated time set by institutional and state records of retention policies.

UPD will respond as quickly and safely as possible to request assistance, whether it is an emergency or not. Response time is based on the current activity and severity of the call. Crimes in progress, alarms, traffic accidents with injuries, and medical assistance have a higher priority than other types of calls. University Police or Security Officers in vehicles, on foot, or bicycles will assist and may be contacted directly. For non-campus offenses, we encourage prompt reporting to the proper local law enforcement agency. All reported crimes will be investigated by the University and may become a matter of public records. All UPD incident reports are forwarded to the Dean of Students Office for review and referral to the Student Conduct Office for potential action, as appropriate. UPD Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Student Conduct Office. If assistance is required from the Killeen Police Department or the Killeen Fire Department, UPD will contact the appropriate unit.

UPD and the Student Wellness and Counseling Center work closely together to respond to calls with a mental health component such as traffic accidents, welfare checks and more serious mental health emergencies. The SWCC offers immediate support in distress and additional mental health

resources. If a sexual assault or rape should occur, staff on the scene, including UPD, will offer the victim a wide variety of services. Through the Student Affairs Office, students may receive a variety of accommodations designed to minimize the academic impact that traumatic events of this nature can have on students and promote continued academic success. Available accommodations may include temporary stops and starts to coursework, university police department escorts, extensions of assignment deadlines, and mutual no-contact orders when both the complainant and respondent are affiliated with the University. Additionally, the Title IX Office can work collaboratively with individual students to identify and implement appropriate supportive measures based on their specific circumstances and needs. These accommodations are intended to ensure fair access to educational opportunities while supporting student well-being and academic persistence.

We cannot overemphasize the importance of prompt and accurate reporting of crime. All members of the TAMUCT community and all visitors are encouraged to accurately and promptly report potential criminal activity, suspicious behavior, and any emergencies on campus, on public property running thought or immediately adjacent to the campus, or in other property that is owned or controlled by A&M-Central Texas. If a crime is not reported promptly, evidence can be destroyed or the potential to apprehend a suspect is lost. Without accurate reports, leads could be missed, and the investigation headed in the wrong direction. If a crime or emergency is witnessed, promptly report it to the UPD and be prepared to answer questions as accurately as possible. The subsequent investigation can only be as thorough as the information received. If you are the victim of a crime or have seen or received information about criminal activity or other emergencies, please contact UPD immediately at (254) 501-5805.

Reporting Criminal Offenses to University Officials: Campus Security Authorities

Faculty, staff, and students are encouraged to report any criminal offenses with the campus environment directly to UPD. For non-campus offenses, we encourage accurate and prompt reporting to the appropriate local law enforcement agency. As an option, criminal offenses of which students and employees are aware may also be reported to the following A&M-Central Texas offices and personnel:

Area Code --- 254 (for all numbers listed below)

Department	Phone	Location
Division of Student Affairs	501-5909	Warrior Hall Room 105
<i>Human Resources</i>	519-8610	Warrior Hall Room 424
Compliance Office	519-5763	Robert M. Shoemaker Founders Hall Room 317
Title IX Office	519-5763	Robert M. Shoemaker Founders Hall Room 317B

University Police Department	501-5805	Dr. Marc Nigliazzo CORE Building 7807 West Campus Drive
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Crime reports provided to these, and other campus security authorities are used by the institution to fulfill its responsibility to annually disclose accurate crime statistics and to issue or facilitate the issuance of timely warnings or emergency notifications. Campus security authority for crime reports should include sufficient details such as dates and locations, and where appropriate, personally identifying information, including name and contact information, if available. For additional information on the duties and responsibilities of the individuals and offices listed above, see the [CSA PowerPoint Presentation](https://www.tamuct.edu/university-police/campus-security-authority/) link located on the following webpage: <https://www.tamuct.edu/university-police/campus-security-authority/>.

Students, faculty, staff, community members, and guests are encouraged to report all crimes and public safety related incidents to UPD and the appropriate policy agencies in an accurate and prompt manner when the victim of such crimes elects or is unable to make such a report. A victim's inability to make a report themselves may result from trauma, injury, distance from campus, etc. The UPD Victim Services unit provides information regarding victim's rights, as well as assistance in dealing with the traumatizing consequences of crimes, to those who make a report or who may be reluctant to report. UPD, UPD Victim Services unit and the university offices listed above will assist individuals reporting in notifying the proper law enforcement authorities, if the individual chooses. It is the goal of the institution to aid wherever the report is made and include Clery for countable crimes in the annual security report.

Pastoral and Professional Counselors

Campus "Pastoral Counselors" and "Professional Counselors," when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics.

Although exempt from the reporting requirements of the Clery Act, pastoral and professionally licensed mental health counselors are encouraged, if and when they deem appropriate, to refer persons they are counseling to report crimes on a voluntary, confidential basis to UPD for inclusion in the annual statistics and crime log, especially if the incident may pose an ongoing threat to the campus community. Each year, counselors are provided with a written reminder to review reporting options with student clients. Contracted counseling personnel available to employees are not provided with the written reminder as they are referred to using a network of local providers.

Pastoral Counselor

A&M-Central Texas does not employ, hire, commission or appoint Pastoral Counselors.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

The Student Wellness and Counseling Center (SWACC) encourages students who are victims of or have knowledge of a crime to consider reporting the incident to the University Police Department (UPD) or through the University's confidential reporting procedures. Students may choose not to pursue action through the University's judicial system or the criminal justice system and may make a confidential report without revealing their identity. Information provided through a confidential report allows the University to maintain accurate records of incidents involving students, employees, and visitors; identify potential patterns of crime by location, method, or assailant; and, when appropriate, alert the campus community to potential safety concerns. Confidential reports are included in the University's annual Clery crime statistics as required by the federal Jeanne Clery Campus Safety Act. SWACC personnel may encourage and assist students in understanding and utilizing these reporting options while maintaining the confidentiality of protections applicable to professional counselors.

Please note that reports of sexual violence and other violations that may be sex- or gender-based will be reported to the Title IX Coordinator and cannot be held in confidence.

The University does encourage pastoral and professional counselors to notify individuals they are counseling the option to report crimes on an anonymous or confidential basis for inclusion in the annual statistical disclosure of crime statistics.

Voluntary Confidential and Anonymous Reporting of Crimes

The UPD encourages the victims or witnesses of any crime to promptly report the incident to the police department. Because police reports are public records under state law, UPD cannot hold crime reports in confidence. However, victims of certain offenses are eligible for a pseudonym in which the victim's identity will not be released. An individual involved in or witnesses an active or ongoing emergency should dial 911 and immediately report the emergency.

Voluntary confidential reports for purposes of inclusion in the annual disclosure of crime statistics and crime log, can generally be made by victims, witnesses, and others to the campus security authorities listed and all other campus security authorities. Annual crime statistics and the crime log are confidential in that personally identifiable information is not included in the discourse. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to enhance the future safety of yourself and others. With such information, the TAMUCT can keep an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime with regard

to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

However, campus security authorities who are A&M-Central Texas employees are mandatory reporters who must report all known information about alleged or suspected incidents of discrimination, harassment, retaliation, or complicity that is experienced by, observed by, or made known to the employee in the course and scope of their employment as soon as possible. These mandatory reports are required to be made to the Compliance and Civil Rights Manager. Exceptions include confidential reports described in the next paragraph. See the Sexual Assault, Dating Violence, Domestic Violence and Stalking section of this report for more information.

At A&M-Central Texas the following are considered confidential reporters: Mental health providers for students – Student Wellness & Counseling Center 254-501-5955 and mental health providers for employees' and the employee's benefits-eligible dependents - GuidanceResources by ComPsych at (866-301-9623. Confidential Reports are available to support both complainants and respondents.

Crimes can be reported anonymously by calling Crime Stoppers at 254-526-8477. Concerning behavior, including crimes, can be reported anonymously to the A&M-Central Texas police department by the Anonymous Reporting form (Silent Witness). The Silent Witness form is designed to provide UPD with crime tips, along with reports in which complete anonymity is desired. The Anonymous Reporting form can be found online at: <https://www.tamuct.edu/university-police/silent-witness/>. Reports submitted anonymously or with limited information may restrict the UPD's ability to follow up on the incident.

Timely Warning Policy

The circumstances in which a Timely Warning will be generated include, but are not limited to, the receipt of a report to UPD or other campus security authority of a crime reported within the A&M Central Texas Clery Geography (On Campus, Public Property and Noncampus property, that, in the judgement of the Chief of Police, or designee, poses a serious or continuing threat to the campus community, a campus wide "timely warning" notice will be issued. The Chief of Police or Designee is responsible for determining if a Timely Warning is issued.

Crimes that may warrant a Timely Warning are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications and include, but are not limited to

- major incidents of arson,
- murder/non-Negligent Manslaughter,

- robbery, involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably proximity to one another;
- aggravated assault, (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger A&M-Central Texas campus community)
- sex offenses, (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the Chief of Police, or designee. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- other crimes as determined necessary by the Chief of Police or designee

The determination will be made on a case-by-case basis after due consideration of all available facts of the crime, such as the nature of the crime and whether a continuing danger to the campus community exists. If UPD or other campus security authorities are not notified of a crime in a manner that would allow the department to provide timely notice, a Timely Warning may not be issued, depending on the circumstances. All situations will be evaluated on a case-by-case basis.

UPD is responsible for the writing and issuance of Timely Warnings. Personnel authorized to write and/or issue (send) a Timely Warning are Chief of Police or Designee, Police Communications Officer, and the Clery Compliance Coordinator. An internal or external review among two or more authorized personnel may occur if time allows. Students and employees should report criminal offenses immediately to the UPD, by phone 254-501-5805 or in person at UPD (Dr. Marc Nigliazzo CORE Building, 7807 West Campus Drive, Killeen, TX 76549). The UPD is the organization designated to receive reports of criminal offenses described in the law for the purposes of making Timely Warning reports and the annual statistics disclosed in this report.

Timely Warnings are issued to the campus community via email blast to all A&M-Central Texas assigned email accounts. Timely Warnings may also be issued using some or all of the following methods of communications: through the SafeZone Mass Notification System by SMS, emails, social media accounts and signage on university’s webpage and campus TV monitors throughout the campus or building postings in certain offices to students, faculty and staff by Office Administrators.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that is timely, that withholds the names of the victims as confidential and with

the goal of aiding in the prevention of similar occurrences. Information regarding the Timely Warning may be forwarded to local media outlets through a formal press release. Timely Warnings contain sufficient information about the nature of an identified threat to assist members of the campus community in taking appropriate action to protect themselves or their property. Crime Alerts generally include:

- A readily understandable description of the type of crime or occurrence.
- The general location, date, and time of the offense.
- A physical description of the suspect(s), if available, when there is sufficient detail that would help identify a specific individual suspect or group of suspects.
- Possible connection to other incidents.
- Date and time the alert was issued.
- Suggested measures which members of the university community can take to help protect themselves.

It is important to note that in some cases, law enforcement may need to withhold some facts if releasing the information would compromise an ongoing investigation or the identity of the victim. Victim names and other identifying information of victims are not included in Timely Warnings. An institution is not required to provide a timely warning concerning crime reports to a pastoral or professional counselor.

The A&M-Central Texas UPD will not issue a Timely Warning if the subject(s) and the threat of imminent danger for members of the A&M-Central Texas campus community have been mitigated by apprehension or if the report was not filed with UPD in a manner that would allow the department to post in a “timely” manner for the community. UPD will not issue a Timely Warning if the incident was reported to a pastoral or professional counselor.

Emergency Response and Evacuation Policy

Emergency/Immediate Notification

A&M-Central Texas has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples which may warrant an emergency (immediate) notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

The procedures disclosed in this section apply to significant emergencies or dangerous situations occurring on the campus of A&M-Central Texas, i.e. on-campus property. The institution does not have separate procedures for non-campus property.

On-campus emergencies should be reported immediately by dialing 911 from a campus phone, 911 from a cellular phone, or in person. If using a campus phone (landline) dial 911 to reach a communications officer. Also, one of the many emergency telephones located throughout campus may be used. Campus elevators are also equipped with emergency phones. Any emergency service can be summoned by calling 911. The UPD are responsible for responding to reported emergencies.

Emergency Notification System



In the event of an emergency, Texas A&M Central Texas will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee and visitors.

SafeZone is A&M University–Central Texas’ emergency notification system that gives the university the ability to communicate health and emergency information through some or all of the following mechanisms: SMS text message, A&M-Central Texas email exchange, campus digital signage, computer pop-up messages, building fire alarm speaker systems, and the SafeZone mobile app. SafeZone alerts are issued to the campus community, rather than to specific segments of the campus populations.

A&M-Central Texas will use the system to provide official notification of critical emergencies (i.e., situations that pose an imminent threat to the community). It is the policy of A&M-Central Texas immediately notify the campus community, via the SafeZone Emergency Notification System, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. A&M-Central Texas public safety personnel listed below determine whether a significant emergency or dangerous situation exists by evaluating information received from entities which may include, but are not limited to law enforcement, Facilities Services, National Weather Service, or other campus officials.

Employees authorized to make a final determination of a significant emergency or dangerous situation and determine the content of the SafeZone alert are Vice President of Finance and Administration (VPFA), Chief of Police, Director of Facilities Services, UPD Assistant Chief, UPD Patrol Sergeant, UPD Corporal and UPD Communication Officers. If

time allows, final message content will be approved at the highest level available. Upon notification of an authorized employee listed above, a SafeZone alert publisher will send the SafeZone Alert.

In circumstances where time is of the essence, SafeZone Alert publishers are authorized to make a final determination of a significant emergency or dangerous situation, compose an alert (or select and modify one of the warnings that are pre-scripted for that purpose), and send the alert. An example of such an urgent message could include a SafeZone message issued for an active shooter.

Notification will be made by using some or all of the following methods depending on the type of emergency: **SafeZone** Emergency Notification System (which contains email, cell phone text, voice message alert); fire alarm (where available), public address systems (where available), social media, digital signage (where available), local media, webpage and/or in person communication. If any of these systems fail or the University deems it appropriate, in person communication may be used to communicate in an emergency.

System to use	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender/ Distributor	Backup Message Sender/ Distributor
PRIMARY	VPFA, Chief of Police & Facilities Director	Assistant Chief of Police, Sgt & Corporal	VPFA, Chief of Police & Facilities Director	Corporal and Police Communications Officers	Police Communications Officers
SECONDARY	Asst Chief of Police, Sgt. & Corporal	Sgt. & Corporal	Asst. Chief	Corporal and Police Communications Officers	Police Communications Officers

The SafeZone emergency notification system does not replace the Timely Warning requirement. They differ in that the Timely Warning requirement applies to Clery reportable crimes, while the emergency notification system addresses a much wider range of threats (i.e., gas leaks, tornadoes, active shooter, etc.). If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. If an emergency notification is issued, the university is not required to issue a timely warning based on the same circumstances; however, the

university must provide adequate follow-up information to the community as needed. Victim names and other identifying information about victims are not included in emergency notifications.

A&M-Central Texas will, without delay, and considering the safety of the community, determine the content of the notification, and initiate the SafeZone notification system; unless issuing the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. The generation of a SafeZone emergency alert message and activation of the notification system is the responsibility of the University Police department.

A&M-Central Texas conducts monthly pre-scheduled testing of the emergency notification system. These monthly tests are launched by the Communications Unit of UPD. Any monthly test may be cancelled by the primary stakeholders. Reasons for cancelling monthly tests include the existence of real threats that could necessitate sending an emergency message, recent emergency messages that obviate the need for that month's test, etc.

Registering for Emergency Notifications

Students, Faculty and Staff Access

The SafeZone emergency notification system allows students, faculty, and staff to receive text message alerts. Student accounts will be set up during the first week of classes each semester. New Employees are registered with SafeZone at the time of their hire. SafeZone is required to provide training that will be assigned to all faculty and staff on a yearly basis.

Public Access

Parents, family, and friends of A&M-Central Texas can receive emergency alerts by contacting the UPD Dispatch Office by calling 254-501-5805 or emailing dps@tamuct.edu.

Disseminating Information to the Larger Community

In the event that a crisis occurs on university property, the Office of Communications will be notified as soon as possible. As chief spokesperson(s) for the university, Communications staff will be responsible for providing strategic direction and implementing protocols as outlined in the emergency communications plan. Communications Unit will work with the University's Chief of Police to prepare and disseminate internal and external messages, distribute news releases, respond to media inquiries, update the main university website with pertinent information, and share timely information as appropriate digital channels such as Facebook, campus digital signage, and campus pop-up messages. In case of an emergency, the A&M-Central Texas main website will be updated with current information about the incident, <https://www.tamuct.edu/>.

Individuals receiving the emergency notification will also be advised with updated information, as needed, using the same method(s) as the original notification (except fire alarms).

Emergency Response Plans and Evacuation Procedures

The Department of Facilities Services has the primary responsibility for emergency preparedness at A&M-Central Texas. Duties and responsibilities range from developing and maintaining emergency plans and planning building evacuations exercises. A&M-Central Texas works with UPD, the Killeen Police Department and the Bell County Sheriff's Office if additional law enforcement assistance is needed. Facilities Services also works with the City of Killeen Office of Homeland Security and Emergency Management and the Texas Division of Emergency Management District Chief for Disaster District 23, Region 8.

The primary university plan is the Emergency Operations Plan available at https://www.tamuct.edu/wp-content/uploads/facilities_service/A&M-Central_Texas_Emergency_Operations_Plan_04-01-2025.pdf. The A&M-Central Texas Emergency Operations Plan describes the general framework for emergency response at A&M-Central Texas. A set of more specific emergency protocols, called the A&M-Central Texas Emergency Guide, available at https://www.tamuct.edu/wp-content/uploads/2025/05/TAMUCT_Desktop_Emergency_Guideboo-1.dpf, has been developed to provide guidance and evacuation procedures for the public in the event of foreseeable emergencies. Emergencies occurring on campus should be reported to UPD by calling 911.

Appendix M: the Evacuation section of the Emergency Operations Plan and Appendix B: the Evacuation Assembly Area section, of the Fire & Life Safety Plan, available at <https://www.tamuct.edu/wp-content/uploads/2025/05/Fire-Life-Safety-Plan-2019-05-08.pdf>, outlines additional Operation concepts and procedures specific to A&M-Central Texas such as facility evacuation and large-scale evacuations. Appendix C of the Fire & Life Safety Plan, available at <https://www.tamuct.edu/wp-content/uploads/2025/05/Fire-Life-Safety-Plan-2019-05-08.pdf> has the evacuation routes from every floor for all campus academic buildings. The A&M University–Central Texas Evacuation Assembly areas map, available at https://www.tamuct.edu/wp-content/uploads/2025/05/Evacuation_Assembly_Areas.pdf, identifies congregation areas at a safe distance from the building. The evacuation to assembly areas will automatically be implemented when the fire alarm is activated, or if emergency responders decide evacuation of a facility is necessary due to a particular hazard. Building occupants will be notified of the evacuation, as appropriate, dependent on the hazard. Large-scale evacuations will be implemented when a large segment or the entire campus must evacuate for a special hazard. SafeZone will be utilized for immediate dissemination of emergency messages.

In conjunction with other emergency agencies, the A&M-Central Texas conducts tests various aspects of our emergency operations plan on at least an annual basis through table-top exercises, full-scale exercises, continuity exercises, scheduled drills, and tests of the emergency notification system. These tests are designed for assessment and evaluation of emergency plans and capabilities of the institution and are performed and documented with after action reports. Testing reports and review documentation include a description of the exercise, the date the test was held, and the start and end time of the exercise and whether it was announced or unannounced. All table-top, full-scale, and continuity exercises are announced. The Department of Facilities Services also manages a building evacuation program to maintain and test building evacuation procedures annually for facilities through unannounced emergency evacuation drills.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all the requirements of the Higher Education Opportunity Act.

Emergency Preparedness

- Be aware of your surroundings. Situational awareness means being cognizant of your environment and understanding how information, events, and your own actions can impact your safety. This heightened awareness will enhance your capability to protect yourself in current and future situations.
- Protect yourself. Use your best judgement based on the assessment of the situation to safeguard yourself and, if possible, assist others.
- Call for help. In any emergency, you can reach emergency services by dialing 9-1-1. When you speak to a dispatcher or communications officer, please keep the following in mind:
 - Stay calm – The dispatcher or communications officer will ask a series of important questions. Each question is designed to gather the necessary information to dispatch the appropriate resources to your location. Even as help is on its way, dispatchers or communications officers will continue to ask questions to ensure that the responding units have the most up-to-date information.
 - Stay on the line – If the situation changes, you can provide the dispatcher or communications officer with instant updates. Additionally, the dispatcher may provide life-saving instructions, such as performing CPR, using an Epi-pen, or clearing an airway.
 - You can text – If speaking is not safe before calling 9-1-1, you may opt to send a text message. It is important to note that while texting 9-1-1 is not universally available, **it is** operational in Bell County.

- Dialed 9-1-1 by accident? If you inadvertently dial 9-1-1, do not hang up before speaking to a dispatcher or communications officer. It is crucial to inform the dispatcher or communications officer that there is no emergency.
- Follow emergency instructions. Following the directives issued by the first responders, public safety personnel, and official university channels like SafeZone are essential to ensure your safety.
- Assist others. Once you have reached a safe location, please inform others of any potential hazards and provide aid if doing so does not jeopardize your own safety.

Policy Regarding Portable Electrical Appliances

The policy regarding portable electrical appliances comes from the current Fire & Life Safety Plan, available at <https://www.tamuct.edu/wp-content/uploads/2025/05/Fire-Life-Safety-Plan-2019-05-08.pdf>, these statements come from the Fire Prevention section and the Holiday Decorations section.

FIRE PREVENTION

The potential severity of fire disasters makes fire prevention everyone's responsibility. Following these guidelines can help prevent and mitigate fires:

- A. Plug items directly into the outlet when possible.
- B. Never use extension cords in place of permanent wiring or for extended periods of time.
- C. Use power strips instead which must be plugged directly into a wall outlet. If an extension cord must be used, it must be UL approved with grounding plug and should only be used on a short-term basis.
- D. Ensure all electrical equipment is UL approved, and have regular inspections on wiring, and appliances.
- E. Do not overload circuits as they can easily be a source of ignition.
- F. Do not "daisy chain" extension cords or power strips.
- G. Turn off or unplug nonessential electrical equipment at the end of each workday.
- H. Keep work and refuse areas clean and free of debris.
- I. Never leave microwaves unattended while in use.
- J. Smoke in designated smoking areas only.
- K. Dispose of cigarette butts in designated containers. Do not throw them on the ground or use building walls, furniture, etc. to put them out.
- L. Minimize combustible storage.

M. Store flammable/combustible materials in approved containers, and away from heat or ignition sources such as cigarettes.

N. Store rags that contain flammable liquids only in approved containers.

O. Use flammable/combustible materials in well-ventilated areas only.

P. Never smoke or use an open flame near flammable or combustible materials.

Q. Dispose of flammable/combustible materials according to established safety guidelines.

R. Keep all equipment and machinery clean and in good working order.

S. Always allow machinery to cool before filling gas tanks.

T. Report any detection of propane gas to the Department of Public Safety/University Police Department (UPD) immediately at (254) 501-5800, and/or use the Warrior Shield App.

HOLIDAY DECORATIONS

A. Holiday decorations can sometimes be fire hazards. Following the listed guidelines can improve fire safety during the holidays:

1. No live Christmas trees in any University building. Use an artificial tree that is fire resistant.

2. Do not place trees or holiday decorations where they may block emergency egress.

3. Use only decorations that are fire retardant.

4. Use only UL-labelled electrical decorations.

5. Practice good housekeeping by minimizing paper and other combustible decorations.

6. Avoid using extension cords. If you must use one, use a heavy gauge cord with a grounding plug. Place it in plain view, making sure it is not a tripping hazard.

7. Do not use candles or other decorations with open flames.

8. Turn off all electrical decorations when the room is unoccupied (e.g., trees, etc.).

Emergency Orders

In some emergency situations, such as flooding or release of hazardous materials, emergency responders may order protective actions for people who work on campus. Typically, these protective actions are to evacuate to a safer area or to shelter-in-place. It is

possible that some emergency scenarios could result in one of these protective actions being ordered for one part of campus and the other protective action for a different area of campus. When such actions are warranted, you will be appropriately advised by police, fire, safety, or university officials via the SafeZone System, public address systems, loudspeakers, door-to-door notifications, or other appropriate means.

Emergency Evacuation Procedures

The emergency evacuation procedures are tested at least twice a year. Students and employees learn the locations of the emergency exit in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The UPD does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, UPD staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At Texas A&M Central Texas evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

During an emergency, officials may issue one of three directives: evacuating, shelter in place, or avoiding areas.

Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify UPD 254-501-5805 Police Emergency or dial 911.

You may be instructed to evacuate the premises during some hazard conditions. Instructions may come from emergency alert systems, university officials, first responders, or other sources.

- Remain calm but act quickly
- Secure your equipment and research in a safe, shutdown condition
- If it will not delay your evacuation, take your belongings with you
- Alert others as you leave the building, Assist the physically impaired. If he/she is unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform UPD or the responding Fire Dept. of the individual's location.
- Leave the campus as directed

- If you are on foot, take the shortest, most direct route. You may leave campus by vehicle unless otherwise indicated
- Proceed to clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
- Do not re-enter the building.
- Remember: do NOT call 9-1-1 during the evacuation unless you face an immediate, life-threatening emergency.
- Important Note: If you evacuate due to a fire, leave the building immediately and do not use elevators.

Shelter-in-Place Procedures

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter in the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building you are in is not damaged, stay inside an interior room until you are told it is safe to come out.

In certain scenarios, you may be instructed to shelter in place. Follow these steps if such a directive is given:

- Go indoors and remain there
- Avoid areas with glass or windows
- Use your phones, televisions, and radios to monitor for situation updates
- Don’t make phone call so lines remain free for first responders
- Do not leave your designated shelter until emergency or university officials instruct you to do so

If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

A shelter-in-place notification may come from several sources, UPD, other University employees, Killeen PD, or other authorities utilizing the University’s emergency communications tools.

How to “Shelter-in-Place”

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel

Shelter in Place Procedures

The shelter in place procedure plan is found on the Facilities Services webpage at: <https://www.tamuct.edu/wp-content/uploads/2026/01/Shelter-In-Place-Rooms-All-Building.pdf>

You may be required to seek or remain in a safe location during incidents involving active threats, severe weather, or hazardous material.

Hazardous materials include explosives, flammable and combustible substances, poisons, and radioactive materials. Many products containing hazardous chemicals are used and stored in homes regularly, and in a university research setting, these materials are handled daily. In the event of a release:

- Seek safe shelter indoors
- Follow instructions from official sources
- Close any vents or inlets that reach the outside and turn off ventilation systems if possible
- Choose a room that can be easily sealed. If possible, ensure you have access to a water supply and bathroom
- Hold a wet cloth loosely over your nose and mouth if you smell gas or vapor and breathe through it as generally as possible
- Shut and lock all windows (tighter seal) and close exterior doors.
- Turn off air conditioners, heaters, and fans.
- Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)
- Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to UPD, so they know where you are sheltering. If only students are present, one of the students should call on the list.
- Turn on the radio or TV and listen for further instructions.
- Make yourself comfortable.
- Be prepared to evacuate if instructed to do so

Avoid the Area

In some situations, you may be directed to avoid the area. This may necessitate finding alternate routes or avoiding certain locations altogether. Follow official communication channels for updates regarding when access to affected areas has been restored.

The Daily Crime Log

The UPD Clery Compliance Coordinator publishes a Daily Crime Log that is available to the media, the public, and various campus offices free of charge. This summary identifies the nature of the crime, location, date, and time occurred, the date the crime was reported to the UPD, and disposition. A printed copy of this report may be viewed by the public 24 hours a day at the UPD Dispatch Office in the UPD Marc Nigliazzo CORE Building lobby (7807 West Campus Drive). A copy of the Daily Crime Log may also be obtained by calling the UPD Records Unit at 254-501-5802 during business hours from 7:00am to 5:00pm Monday through Thursday excluding university holidays. The Daily Crime Log may be viewed via the UPD website at: <https://www.tamuct.edu/university-police/crime-log/>.

Security of and Access to Campus Facilities

General Provisions

The Dean, Director, or Department Head is responsible for determining access to facilities under their control. UPD's Communication Services Unit, upon request, will prepare a security survey of the facility to determine security coverage and appropriate access control.

It is unlawful for any person to trespass on the grounds of any state institution of higher education of this state or to damage or deface any of the buildings, statues, monuments, memorials, trees, shrubs, grasses, or flowers on the grounds of any state institutions of higher education as indicated in the *Texas Education Code Section 51.204*. *Texas Penal Code Criminal Trespass Section 30.05* and *Texas Penal Code Criminal Mischief Section 28.03* are State statutes that are similar in nature and are also widely utilized to help support *Texas Education Code Section 51.204*.

The governing board of a state institution of higher education or its authorized representatives may refuse to allow persons having no legitimate business to enter on property under the board's control and may remove any person from the property on his or her refusal to leave peaceably on request. Identification may be required by any person on the property. (*Texas Education Code Section 51.209*)

Parking Areas

Various campus parking areas are monitored daily. All parking lots are equipped with emergency phones and are readily visible and identifiable by the bright blue lights located on top of the phone cabinets. Each blue phone has a button when pushed, dial 911 at Bell County Communities Center. BCCC then calls the UPD duty phone 254-319-1865.

Academic and Administrative Buildings

The campus of A&M-Central Texas is located within the City of Killeen, and the public areas are therefore readily accessible. In general, academic and administrative buildings are open to the public, at a minimum, during normal business hours. Individual facilities may have specific hours of operation, which can vary depending upon factors such as the time of the year and operational requirements. Access to some buildings, or portions of buildings, may be limited to authorized personnel at various times. Card swipe systems, locks, and other means may be employed to limit access. Information about access to a specific facility can be obtained from the Dean or Director for that facility. University Police and Security Officers generally are not assigned to specific academic or administrative buildings. However, they do patrol such areas on a regular basis.

Maintenance of Campus Facilities

Contracted facilities personnel are responsible for maintaining the buildings, grounds, and custodial services for the A&M-Central Texas campus. The group addresses maintenance, renovation, and repair projects for facilities, custodial and landscaping. Faculty and staff are encouraged to report maintenance problems to their respective Dean, Director or Supervisor or the Communications Services Unit at 254-501-5805.

Police and Security personnel closely monitor any security-related maintenance problems after hours and report their findings to the appropriate university official.

University Police and Security Officers survey campus lighting nightly and monitor those areas having defective fixtures and report the deficiencies to the appropriate personnel for corrective action. The emergency telephones are scheduled every month to make sure in operational working order.

Alcoholic Beverages, Illegal Drugs, and Weapons

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act, Texas A&M Central Texas publishes information regarding the University's prevention programs related to drug and alcohol abuse prevention which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for TAMCT students and employees. A complete description of these topics, as provided in the University's annual notification to students and employees, is available online at: <https://www.tamuct.edu/student-affairs/alcohol-education/> .

Education Programs

In accordance with the Drug-Free Schools and Communities Act, A&M-Central Texas reviews its programs, services, and policies to prevent the unlawful possession, use, or distribution of alcohol and illicit drugs. The results of the biennial review are published at <https://www.tamuct.edu/student-affairs/alcohol-education/>.

Alcohol Policy

As an institution in the intellectual, physical, and psychological well-being of the campus community, A&M University–Central Texas deems it important to curtail the abusive or illegal use of alcoholic beverages. The Texas A&M University System strictly prohibits the unlawful manufacture, distribution, (including sales), possession, or use of alcohol on Texas A&M University System property, while on official duty, and/or as part of any Texas A&M University System activities (*System Policy 34.02 Drug and Alcohol Abuse*) <https://www.tamus.edu/legal/policy/policy-and-regulation-library/>.

UPD is responsible for the enforcement of state underage drinking laws.

Possession or consumption of alcoholic beverages on property under control of the Texas A&M University System is not permitted except in special use buildings and facilities that may be designated by the chief executive office of the member, approved by the chancellor, and subsequently reported to the board on an annual basis (*System Policy 34.03, Alcoholic Beverages*) <https://www.tamus.edu/legal/policy/policy-and-regulation-library/>. A&M University–Central Texas prohibits the use or possession of alcoholic beverages on campus by any individual under the age of 21. Failure to comply with this violates state law and the rules governing student conduct and will subject the individual to disciplinary action (*TAMUCT 34.03.99.D0.01 Alcoholic Beverages o University Property*) <https://www.tamuct.edu/university-compliance-office/rules-saps/>.

A&M University–Central Texas Student Rules, *Code of Student Conduct 6.4.3* <https://www.tamuct.edu/wp-content/uploads/2026/08/2026-2027-Student-Code.pdf> also prohibits alcohol use, possession, manufacturing, or distribution (including sales) of alcoholic beverages on A&M University–Central Texas premises and at university sponsored events, except as expressly authorized by university policies.

The purchase, service (including sales), possession, and consumption of alcoholic beverages in facilities under the control of the Texas A&M University System must in all respects comply with state law (*System Policy 34.03 Alcoholic Beverages*) <https://www.tamus.edu/legal/policy/policy-and-regulation-library/>. A&M University–Central Texas prohibits the use or possession of alcoholic beverages on campus by any individual under the age of 21 (*System Policy 34.03 Alcoholic Beverages*) <https://www.tamus.edu/legal/policy/policy-and-regulation-library/>, *Code of Student Conduct 6.4.3* <https://www.tamuct.edu/wp-content/uploads/2026/08/2026-2027-Student-Code.pdf> and *TAMUCT Rules and SAPs 34.03.99.D0.01* <https://www.tamuct.edu/compliance/rules-and-saps.html>.

All purchases of alcoholic beverages by any member must comply with guidelines as established in *(System Policy 34.03 Alcoholic Beverages)*

<https://www.tamus.edu/legal/policy/policy-and-regulation-library/> regarding the purchase's source of funds, purpose, and required documentation.

Consequences for policy violations could result in sanctions by the university and/or criminal charges/arrest by UPD or other law enforcement agencies for state law violations.

Student Life is committed to promoting responsible decision-making regarding alcohol and other drugs through educational programming resources, and referrals. Mental health providers for students include Student Wellness & Counseling Center 254-501-5955 along with the work/life solutions program by GuidanceResources by ComPsych 866-301-9623 which manages alcohol, drug abuse, and rehabilitation program for employees and provides licensed counseling and referral services.

Illegal Drug Policy

Federal law prohibits the unlawful possession, use, sale, or distribution of drugs. Texas state law prohibits the possession, use, sale, manufacture, or delivery of a controlled substance without legal authorization. A controlled substance includes any drug, substance or immediate precursor covered under the Texas Controlled Substances Act, including, but not limited to opiates, barbiturates, amphetamines, marijuana, and hallucinogens. The possession of drug paraphernalia is also prohibited under Texas state law. Drug paraphernalia includes all equipment, products, and material of any kind used to facilitate, or intended or designed to facilitate, violations of the Texas Controlled Substances Act. According to *System Policy 34.02 Drugs and Alcohol Abuse* <https://www.tamus.edu/legal/policy/policy-and-regulation-library/> the Texas A&M University System strictly prohibits the unlawful manufacture, distribution (including sales), dispensation, possession or use of illicit drugs on the Texas A&M University System property while on official duty and/or as part of any Texas A&M University Systems activity. All students and employees are expected to abide by federal and state laws pertaining to controlled substances and illicit drugs. More specifically, A&M University–Central Texas *Code of Student Conduct 6.4.4* <https://www.tamuct.edu/wp-content/uploads/2026/08/2026-2027-Student-Code.pdf>

UPD is responsible for the enforcement of Federal and State drug laws.

Alleged violations of federal and state laws may result in criminal charges. Consequences could result in criminal charges/arrest by UPD or other law enforcement agencies for law violations. University conduct charges may be pursued against those alleged to have violated university policies and/or state/federal laws concerning controlled substances.

Student Life is committed to promoting responsible decision-making regarding alcohol and other drugs through educational programming resources, and referrals. Mental health

providers for students include Student Wellness & Counseling Center 254-501-5955 along with the work/life solutions program by GuidanceResources by ComPsych 866-301-9623 which manages alcohol, drug abuse, and rehabilitation program for employees and provides licensed counseling and referral services.

Substance Abuse and Education

A&M-Central Texas strives to promote good physical health and safety of all students and employees and provides an outlet for understanding drug and alcohol abuse's effects and physical cost. All employees are notified of the Texas A&M University System policy 34.02 Drug and Alcohol Abuse and regulation (34.02.01.D1 Drug and Alcohol Abuse and Rehabilitation Programs <https://www.tamuct.edu/compliance/rules-and-saps.html>) regarding drug and alcohol abuse upon hire and annually thereafter.

Resources related to AOD

National Institute of Drug Abuse <https://www.nida.nih.gov>

Alcoholics Anonymous 254-754-3336

Pathways Group Counseling Center

<https://pathwaysgroupccc.com/>

254-228-5830

Mental Health / Substance Abuse

<https://988lifeline.org/>

Call 988

Text 988

Weapons Policy

In accordance with *Texas Penal Code Ch. 46.03*, a person commits an offense if the person intentionally, knowingly, or recklessly possess or goes with a firearm, location-restricted knife, club, or prohibited weapon *Texas Penal Code 46.05* on the physical premises of a school or postsecondary educational institution, to include any grounds or buildings on which an activity sponsored by a school or postsecondary educational institution is being conducted, or a passenger transportation vehicle of a school or educational institution. The following exception applies. A license to carry holder under *Chapter 411, Texas Government Code*, may carry a concealed handgun on or about the license holder's person while the license holder is on the campus of A&M-Central Texas (all land and buildings owned or leased by A&M University–Central Texas) or in a university vehicle,

unless prohibited by state law, federal law, or (*University Rule 34.06.02.D1 Carrying Concealed Handguns on Campus*) <https://www.tamuct.edu/university-compliance-office/rules-saps/>. Prohibited areas include, but are not limited to, counseling center, testing center, human performance lab & fitness center and premises where formal administrative hearings/investigations are conducted when such hearings/investigations are being conducted and any premises where the university, as directed by the president as necessary for campus safety, gives effective notice on a temporary basis pursuant to *Section 30.06 of the Texas Penal Code*. The open carry of handguns is prohibited everywhere on campus including all land and buildings owned or leased by A&M-Central Texas. Licensed peace officers are authorized by law to always carry firearms. *University SAP 34.06.02.D1* and *Code of Student Conduct 6.4.15* <https://www.tamuct.edu/wp-content/uploads/2026/08/2026-2027-Student-Code.pdf> contain additional weapons policy information.

Sexual Assault, Dating Violence, Domestic Violence, and Stalking

In accordance with federal law and Texas A&M *University System Regulation 08.01.01 Civil Rights Compliance*, A&M University - Central Texas prohibits discrimination and harassment including sexual assault, dating violence, domestic violence, stalking (as those terms are defined for the purposes of the Clery Act) and/or related retaliation. The following are statements of policy that address discrimination, harassment (including but not limited to, sexual harassment³ and sex-based misconduct⁴), complicity, and retaliation⁵. Texas A&M Central Texas reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, Texas A&M Central Texas issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless and the policies apply whether the incident occurs on or off campus and when it is reported to a university official.

³ Sexual harassment is a form of sex discrimination. Unwelcome conduct on the basis of sex (of a sexual nature or otherwise): (1) by an employee of the university who conditions the provision of an aid, benefit, or service of the university on an individual's participation in that unwelcome sexual conduct; (2) determined by a reasonable person to be so severe and pervasive and objectively offensive that it effectively denies a person equal access to the university's education program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking based on sex. For the purposes of defining sexual harassment specified in (2): severe means of sufficient seriousness to interfere with the rights, privileges, and legal activities of an individual, as well as actions that would be deemed by a reasonable person to be extreme or life-threatening; pervasive means conduct existing in or spreading over a large area of an activity or program over a period of time; and objectively offensive means behavior determined by a reasonable person to be offensive (actions that cause unreasonable

harm or distress to another individual or group of people). Includes complaints based on sex, sexual orientation, and/or gender identity.

⁴Sex-based misconduct is unwelcome conduct on the basis of sex that is severe, persistent, or pervasive enough to create a work, educational, or campus living environment that a reasonable person would consider intimidating, abusive, or offensive. Sex-based misconduct is explicitly prohibited under System Regulation 08.01.01. Aiding another in the commission of sex-based misconduct is also prohibited by System Regulation 08.01.01. Sex-based includes, but is not limited to, sexual assault, sexual exploitation, dating violence, domestic violence, and stalking based on sex. Sexual exploitation is defined as a situation in which an individual(s) takes non-consensual or abusive sexual advantage of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. For example, sexual exploitation could include such actions as secretly videotaping sexual activity, voyeurism, invasion of sexual privacy, exposing one's genitals or causing another to expose one's genitals, and knowingly exposing another person to a sexually transmitted infection or disease. Sexual exploitation is a form of sex-based misconduct. Includes complaints based on sex, sexual orientation, and/or gender identity.

⁵ Intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured under civil rights laws and regulations, or because the individual has opposed a discriminatory practice, files a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. The exercise of rights protected under the First Amendment does not constitute prohibited retaliation, nor does the filing of a mandatory report as required by System Regulation 08.01.01. In addition, a university official who files a mandatory report or charges an individual with making a materially false statement in the course of an investigation has not engaged in prohibited retaliation. Retaliation is explicitly prohibited under System Regulation 08.01.01. Aiding another in the commission of retaliation is also prohibited under this regulation.

Procedures for Reporting Sexual Assault, Dating Violence, Domestic Violence, Stalking and Related Retaliation

Involvement of Law Enforcement and Campus Authorities

Although the university strongly encourages all members of its community to report violations of this policy to law enforcement (including on campus law enforcement and/or local police), it is the victim's choice whether to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the University Title IX Coordinator will assist any victim with notifying law enforcement if the victim desires.

Individuals have the option of notifying both on-campus and local law enforcement authorities to report sexual assault, dating violence, domestic violence, or stalking. Below is a list of local law enforcement agencies. Reports should be filed with the agency where the incident occurred.

Area code – 254 (for all numbers listed below)

Agency	Location	Phone
University Police Department	Marc Nigliazzo CORE Building, 7807 West Campus Drive	501-5805
Killeen Police Department	Killeen, Texas	501-8830

Belton Police Department	Belton, Texas	933-5840
Copperas Cove Police Department	Copperas Cove, Texas	547-8222
Temple Police Department	Temple, Texas	298-5500
Harker Heights Police Department	Harker Heights, TX	953-5400
Nolanville Police Department	Nolanville, Texas	698-6334

UPD is available to receive and investigate reports of sexual assault, dating violence, domestic violence, and stalking; assist in securing medical attention; participate in evidence preservation and collection; conduct criminal investigations of crimes; and inform the individual of legal and administrative options both on and off campus. Criminal investigations may occur independently from conduct proceedings and are handled in accordance with the Texas Penal Code, the Texas Code of Criminal Procedure, and information from the Bell County and District Attorney Offices. Law enforcement will help individuals understand the process of obtaining protective orders, restraining orders, or similar lawful orders issued by the courts.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator,

All A&M-Central Texas employees are mandatory reporters who must report all known information about an alleged or suspected incident of discrimination, harassment, retaliation, or complicity that is experienced by, observed by, or made known to an employee in the course and scope of their employment as soon as possible⁶.

6 Exceptions include confidential employees and are described in the “Confidentiality/Privacy” section of this report.

An employee is not required to report an incident where: (1) the employee was a victim of sexual harassment, sexual assault, dating violence, domestic violence, or stalking; (2) the incident about which the employee received information was due to a disclosure made at a sexual harassment, sexual assault, dating violence, domestic violence, or stalking public awareness event sponsored by the university or by a student organization affiliated with the

university; or (3) the person has either learned of the incident during the course of their employer's review or process, or has confirmed with the designated office overseeing the review or process, that the incident has been previously reported.

An employee's failure to report alleged or suspected discrimination, harassment, retaliation, or complicity may result in disciplinary action, including termination of employment. An employee must be dismissed if, in accordance with disciplinary processes, the employee is determined to have knowingly failed to make a required report, or that employee, with the intent to harm or deceive, knowingly made a report that is false. Notwithstanding the above mandatory reporting requirement for employees, anyone may report matters which they believe are criminal to the appropriate local law enforcement agency.

Employees who are also students will have their status in the civil rights process determined by the context of the allegations; these individuals are subject to civil rights processes, as well as student conduct and employment standards.

Students and third parties are strongly encouraged, but not required, to report on conduct prohibited by this policy.

At A&M-Central Texas, reports that a student, an employee, or a third party has engaged in conduct prohibited by this policy should be made to:

Institutional Compliance Office / Title IX Office (ICO)
General Robert M. Shoemaker Founders Hall, RM 317B
1001 Leadership Place
Killeen, Texas 76549
254-519-5716
titleix@tamuct.edu
compliance@tamuct.edu

Website Reporting Forms: <https://cm.maxient.com/reporting.php?TAMUCentralTexas>

The Title IX Manager and Chief Compliance Officer responsibilities include, but not limited to, (1) overseeing A&M-Central Texas civil rights protections program; (2) ensuring all complaints of discrimination, harassment, retaliation, and complicity are promptly, thoroughly, and equitably reviewed, investigated and resolved in accordance with *Texas A&M University Rule 08.01.01, Civil Rights Compliance*, and *A&M-Central Texas SAP 08.01.01.D1, Civil Rights Compliance*; and (3) identifying and addressing any patterns or systematic problems that arise from the review of such complaints. The Chief Compliance Officer and/or Title IX Manager or designee shall decide whether this policy shall be applied to such conduct on a case-by-case basis. Some conduct, while inappropriate and unprofessional, does not rise to the level of discrimination, harassment, retaliation, or complicity. These behaviors will

be forwarded by the Compliance Office to be addressed by the appropriate disciplinary authority, e.g., Supervisor, Student Conduct, etc., under rules or regulations other than this policy.

The Executive Director of Human Resources & Payroll, Institution Compliance Office, and the Title IX Manager have been designated by the university to receive and resolve all reports alleging discrimination, harassment, retaliation, and/or complicity. However, reports that the following individuals have engaged in conduct prohibited by this policy: the Texas A&M University System Chancellor, the A&M-Central Texas President; a Chief Operating Officer, an employee who reports directly to the Chancellor, President, or Chief Operating Officer, the Title IX Manager or a Deputy Title IX Coordinator should be made to:

Texas A&M System Ethics and Compliance Office (SECO)

301 Tarrow, 6th floor College Station, TX 77843

979-458-6120

civilrightsreporting@tamus.edu

Additional options for reporting to the university include:

- Submitting an anonymous report through Ethics Point, an anonymous electronic reporting option. Anonymous reporting may limit the university's ability to respond to the allegation.
- Submitting an electronic report through the reporting forms found at <https://cm.maxient.com/reporting.php?TAMUCentralTexas>

Individuals may file a complaint at any time with any local, state, or federal civil rights office, including, but not limited to, the Equal Employment Opportunity Commission, the Texas Workforce Commission's Civil Rights Division, the U.S. Department of Education's Office of Civil Rights, and the U.S. Department of Justice.

The ICO has procedures in place to inform individuals of their rights to file criminal charges as well as the availability of services on and off campus. A complainant, may request assistance from and/or will be assisted in notifying law enforcement authorities if the complainants choose. A report to law enforcement, even to UPD, is separate from a report to the university. An individual wishing to simultaneously pursue a law enforcement investigation and a university resolution of conduct prohibited by this policy should make a report to both entities. Individuals are notified of their right to report the incident to UPD, or local police immediately but always have the right to decline to notify such authorities. Reporting to law enforcement does not preclude an individual from pursuing disciplinary remedies with the university. Reports of all domestic violence, dating violence, sexual assault and stalking made to UPD will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

5 The individual(s) who is alleged to have been subjected to discrimination.

Although a report of conduct prohibited by this policy may be made at any time, regardless of when the conduct occurred, a report should be filed as soon as possible after the actions that caused the report. Prompt reporting assists in investigations into the collection and preservation of evidence.

The filing of a report will not stop, delay, or affect pending personnel or disciplinary actions. This includes but is not limited to performance evaluations or disciplinary actions related to an employee or student who is not performing at acceptable levels or standards or who has violated System policies or regulations or university rules or SAPs.

The university's response to allegations of conduct prohibited by this policy will be prompt and equitable. The response is intended to stop/prevent recurrence of any harassment and remedy of discriminatory effects of the conduct, as appropriate. A substantiated allegation of prohibited conduct will result in disciplinary action, up to and including termination of employment or separation from the university. Third parties who commit prohibited conduct may have their relationship with the university terminated and/or their privileges of being on university premises withdrawn.

ICO conducts an initial review and preliminary assessment of all reports / complaints that are received by ICO to assess and address the safety and well-being of the complainant, respondent⁸, and the community. As part of the initial review, ICO will take the following step: (1) informed the individual reporting of the right to file a complaint with law enforcement (if applicable) in addition to filing a complaint with IO, (2) provide assistance in notifying UPD or appropriate law enforcement authorities if the individual so chooses, (3) inform the individual of the right to decline to contact law enforcement, and (4) inform the individual of the right to file a complaint with state and federal agencies. ICO will offer the opportunity to request supportive measures to provide for the safety of the individual and campus community.

ICO will also take steps to advise about (1) the importance of preserving evidence, if applicable, that could assist improving that a criminal offense occurred or may be helpful in obtaining a protective order or assisting in an investigation, (2) the university's procedures for investigation and options for formal and informal resolutions, and (3) the university's prohibition against retaliation. At this time, ICO will determine whether the complainant is a minor, elderly, or disabled and, if required, contact the appropriate agency in accordance with the Texas law.

8 An individual who has been alleged to have engaged in discriminatory conduct as defined in this policy.

ICO provides a written notification of available resources, rights, and options to each individual reporting discrimination, harassment, or retaliation (whether the offense occurred on or off campus) regardless of whether the individual chooses to report the incident to local law enforcement or chooses to pursue informal or formal remedies through the university or criminal remedies through law enforcement. The written notification includes information regarding:

- the importance of preserving physical evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order,
- procedures about how and to whom the alleged offense should be reported.
- the option to notify proper law enforcement authorities including on-campus and local police.
- the option to be assisted by campus authorities in notifying law enforcement if the victim chooses.
- the option to decline to notify such authorities.
- the rights of individuals and the institution's responsibilities for orders of protection, no contact orders (mutual no contact restrictions), restraining orders, or similar lawful orders issued by criminal, civil, tribal court or the institution.
- information about how the institution will protect confidentiality,
- existing on-campus and community resources/contacts (counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to students, faculty, and staff);
- the options for available assistance in, and how to request changes to academic, living, transportation, and working situations or supportive/protective measures.
- protection from retaliation; and
- an explanation of procedures for institutional disciplinary action in cases of alleged sexual assault, dating violence, domestic violence, and stalking.

Individuals reporting to the Student Wellness & Counseling Center, and UPD also receive the written notification.

Guidelines or Suggestions to Follow After an Incident of Sexual Assault, Dating Violence, Domestic Violence or Stalking (as applicable to the specific incident)

- Go to a safe place as soon as you can.
- Contact the Police Department by dialing 911.
- Get medical attention as soon as possible to make sure you are physically well and to collect important evidence in the event you may wish to later take legal action. Baylor Scott & White Health in Temple (254-724-2111, <https://www.bswhealth.com/specialties/forensic-medicine>) is the community's designated forensic nursing facility offering 24/7 program with trained Sexual Assault

Nurse Examiners (SANE) and a forensic unit that provides detailed physical examinations, evidence collection, and expert testimony.

- Try to preserve all physical evidence. Do not wash, use the toilet, swim, brush teeth, or change clothing if you can avoid it. If you do change clothes, put all the clothing you were wearing at the time of the attack into a paper bag, not plastic.
- Preserve evidence by saving text messages, instant messages, social networking pages, communications, pictures, or other documents. If any, that would be useful to police or investigators.
- Personnel are available to help explain options, give information, and provide emotional support. Personnel include: ICO 254-519-5716, Student Wellness & Counseling Center 254-501-5955, UPD Services 254-501-5805, and Work/Life Solutions Program by GuidanceResources by ComPsych 1-866-301-9623.

Medical Treatment (as applicable to the specific incident)

It is important to seek immediate and follow-up medical attention for several reasons: first, to assess and treat any physical injuries sustained; second, to test for sexually transmitted infections or pregnancy and treat or take preventive measures; and third, to gather and preserve evidence that may assist in proving that the alleged criminal offense occurred or is occurring or may be helpful in obtaining a protective order. Physical evidence should be collected immediately, ideally within the first 24 hours. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. It may be collected later than this, but the quality and quantity of the evidence may be diminished. If victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infection. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with UPD or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Procedures the University Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant² and an accused party, such as

changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The University will make such accommodations or protective measures, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the University Police or local law enforcement. Students and employees should contact the Title IX Office.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

Incident Being Reported	Procedure Institution Will Follow
Sexual Assault	1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care. 2. Institution will assess immediate safety needs of complainant. 3. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. 4. Institution will provide complainant with referrals to on and off campus mental health providers. 5. Institution will assess need to implement interim or long-term protective measures, if appropriate. 6. Institution will provide the victim with a written explanation of the victim's rights and options. 7. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate. 8. Institution will provide written instructions on how to apply for Protective Order 9. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution. 10. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is. 11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation. 12. Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure
Stalking	1. Institution will assess immediate safety needs of complainant.

	- Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. - Institution will provide written instructions on how to apply for Protective Order - Institution will provide written information to complainant on how to preserve evidence. - Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate - Institution will provide the victim with a written explanation of the victim's rights and options. - Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate. - Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure
Dating Violence	- Institution will assess immediate safety needs of complainant. - Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. - Institution will provide written instructions on how to apply for Protective Order - Institution will provide written information to complainant on how to preserve evidence. - Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate - Institution will provide the victim with a written explanation of the victim's rights and options. - Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate. - Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure.
Domestic Violence	- Institution will assess immediate safety needs of complainant. - Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department. - Institution will provide written instructions on how to apply for Protective Order - Institution will provide written information to complainant on how to preserve evidence.

	5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. Institution will provide the victim with a written explanation of the victim's rights and options. 7. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate. 8. Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure
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Confidentiality/Privacy

Students and employees have the option to disclose incidents to confidential reporters who are employees designated or permitted by the university to receive complaints of discrimination, harassment, retaliation, and complicity and maintain confidentiality. Confidential reporters include, but are not limited to, licensed health care personnel and certain mental health providers (professional psychologists/counselors) who receive reports when acting on the course and scope of their employment as part of their official employment. When an individual shares information with a confidential reporter, the confidential reporter cannot legally disclose communication to another person or the institution except under very limited circumstances. Such information could be disclosed when: (1) the individual gives written consent for its disclosure; (2) there is a concern that the party poses an imminent danger to themselves or others; (3) the information concerns conducting involving suspected abuse or neglect of a minor under the age of 18, the disabled, or the elderly, or (4) required by law.

Confidential reporters are required to provide general nonidentifying information as required to comply with the Clery Act or other applicable laws/regulations and must report de-identified statistics to the Title IX Coordinator for any type of sex-based incident made known to them and may not include any information that would violate that person's expectation of privacy. Publicly available recordkeeping, including Clery Act reporting and disclosures, must not include personally identifying information. Incidents are shared in a way that does not identify the individuals. For example, licensed healthcare providers share de-identified information regarding conduct that may be a statistic in the Clery Annual Security Report and/or disclosed in the daily crime log without identifying the individuals concerned. Additionally, researchers are deemed confidential only when the research project is federally funded and the identity of research subjects on the specific project are deemed confidential by law.

At A&M University–Central Texas, the following are considered confidential reporters: Mental health providers for students – Student Wellness & Counseling Center (254-501-5955); and mental health provider for employees and the employee's benefits-eligible dependents - The Work/Life Solutions Program by GuidanceResources by ComPsych (1-866-301-9623). Confidential reports are available to support both complainants and respondents.

All other employees informed of possible discrimination, harassment, retaliation, and/or complicity should advise the reporting party that they cannot keep the information confidential and are required to report it to the university. Employees should inform the reporting party where confidential guidance can be obtained, such as the student counseling center or employee assistance program. To the extent possible, the university will protect the privacy of all parties to the report (see definition of private¹⁰).

Employees receiving a complaint under this policy may not disclose the identity of the complainant to any law enforcement authority unless:

- expressly authorized by the complainant.
- imminent threat to health or safety exists; or
- required by law.

⁹ Personally identifying information is defined as individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault, or stalking, regardless of whether the information is encoded, encrypted, hashed, or otherwise protected, including a first and last name; a home or other physical address; contact information (including a postal, email, or internet protocol address, or telephone or facsimile number); a social security number, a driver's license number, passport number or student identification number; and any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.

¹⁰ Private - that which affects, characterizes, or belongs to an individual person, as opposed to the general public. With respect to this regulation, private means restricting information to those with a reasonable need to know.

Requests from complainants to withhold any name, or a request not to investigate or seek action against the respondent, will be considered by the university in the context of the university's duty to provide a safe and nondiscriminatory work, educational, and campus living environment. This may require that the university take actions when the complainant requests no action, such as when violence is involved, when the threat of violence exists, or when required by law, as in the case of elderly, disabled, or child abuse. A request to withhold information or not to investigate the alleged misconduct may limit the university's ability to respond.

Although individuals reporting sexual assault are not required to file criminal charges, the following program is offered in the State of Texas. In accordance with the Texas Code of Criminal Procedure, Chapter 58, when reporting certain sex offenses to a Texas law enforcement agency, victims may use a pseudonym to protect their identity. The offenses applicable to this program are identified in Chapter 62 of the Texas Code of Criminal Procedure, defined by the Texas Penal Code, and include sexual assault. The pseudonym will replace the victim's name in all public files and records concerning the offense, including police records, press releases, and records of judicial proceedings.

Resources, Rights, and Options

Following an allegation of sexual assault, dating violence, domestic violence, stalking, and/or related retaliation the complainant, the respondent, and other affected individuals have certain resources, rights, and options available to them. Parties with an inquiry or complaint, if known, are informed about their resources, rights, and options in writing when ICO receives notification of an incident whether it occurred on or off campus and regardless of whether the individual elects to pursue a criminal complaint or disciplinary measures or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred.
- Information about how the institution will protect the confidentiality of victims and other necessary parties.
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community.
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action

Other personnel likely to receive reports of conduct prohibited by this policy in the Division of Student Affairs, Division of Human Resources, and UPD, may also provide resources, rights, and options in writing. Available assistance information is also shared through prevention and awareness education and can be found on the Title IX webpage at <https://www.tamuct.edu/university-compliance-office/titleix/>. Additional information about any of the resources, rights, and options discussed in this section can be requested from ICO.

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, A&M-Central Texas will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

In addition to ICO, the following are on-campus and community resources available to complainants, respondents, and others.

Law Enforcement

Area Code – 254 (for all phone numbers listed below)

Agency	Phone	Agency	Phone
University Police Department	501-5805	Copperas Cove Police Department	547-8222
Killeen Police Department	501-8830	Harker Heights Police Department	953-5400

Counseling (Confidential)

Name	Phone	Address	Website
Work/Life Solutions Program (for employees)	866- 301-9623		https://www.tamuct.edu/human-resources/benefits/employee-assistance.html
Student Wellness and Counseling Center	254-501-5955	WH 207L M-F 8am – 5pm	https://www.tamuct.edu/student-affairs/student-counseling.html

Medical and Health Services

Area Code – 254 (for all phone numbers listed below)

Name	Phone	Address	Website
Advent Health Central Texas	526-7523	2201 S. Clear Creek Rd, Killeen, TX	www.adventhealth.com
Carl R. Darnall Army Medical Center	288-8000	36065 Santa Fe Ave. Ft. Cavazos, TX	https://www.crdamc.amedd.army.mil/Default.aspx
Baylor Scott & White Medical Center – Temple	724-2111	2401 S. 31 st Street, Temple, TX	https://www.bswhealth.com/locations/temple

Seton Medical Center	690-0900	850 W. Cen TX Expy Harker Heights, TX	https://setonharkerheights.net/
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Support, Advocacy, Legal Assistance and Other Resources

Area Code – 254 (for all phone numbers listed below)

Name	Phone	Address	Website
Division of Student Affairs	501-5909	A&M-Central Texas Campus, Warrior Hall 105	https://www.tamuct.edu/student-affairs/index.html
Warrior Center for Student Success	501-5836	A&M-Central Texas Campus Warrior Hall 212	https://www.tamuct.edu/student-affairs/student-success.html
Student Financial Assistance	501-5854	A&M-Central Texas Campus Robert M. Shoemaker Founders Hall 108	https://www.tamuct.edu/financial-aid/index.html
Student Wellness & Counseling Center	501-5955	A&M-Central Texas Campus Warrior Hall 207L	https://www.tamuct.edu/student-affairs/student-counseling.html
Student Support Advocate	501-5978	A&M-Central Texas	https://www.tamuct.edu/compliance/titleix.html

		Campus Robert M. Shoemaker Founders Hall 317	
National Sexual Assault Hotline	800-656- 4619 24/7 hotline		https://www.rainn.org/
Aware Central Texas – Killeen	813-0968 24/7 hotline 213-2986	2408 S. Clear Creek Rd Ste 201, Killeen, TX	https://www.awarecentraltexas.org/
Aware Central Texas – Belton	813-0968 24/7 hotline 939-7582	903 N. Main St. Belton, TX	https://www.awarecentraltexas.org/
Families in Crisis	634-1184 773-7765 24/7 hotline 888-799- SAFE (7233)		http://familiesincrisis.net/
National Domestics Violence Hotline	800-799- 7233 TTY 800- 787-3224 24/7		https://www.thehotline.org/
University Police Department	501-5805	A&M- Central Texas CORE Building 7807 W. Campus Drive	https://www.tamuct.edu/university-police/
Killeen Police Department	501-7698	3304 Community	https://www.killeentexas.gov/280/Victims- Assistance

Victim's Assistance		Blvd, Killeen	
Bell County Victim Services Division	800-460- 2355 ex 5235	1201 Huey Rd Ste 2100, Belton, TX	https://www.bellcountytexas.com/county_government/district_attorney/victim_services_division.php
Fort Hood Victim Advocacy Program	287-3583	Darnall Loop Bldg 36000 2 nd Floor, Ft. Cavazos,	https://hood.armymwr.com/programs/victim-advocacy-program
Coryell County Crime Victim Assistance	865-5911 ex 2312	203 S. 7 th Street, Gatesville, TX	https://www.coryellcounty.org/page/coryell.Crime
Healthy Homes and Crime Victims Assistance	953-5600	402 Indian Trail, Harker Heights, TX	https://harkerheights.gov/index.php/healthy-homes

ON CAMPUS	Type of Services Available	Service Provider	Contact Information
Counseling	Individual & Couples Counseling	Student Wellness and Counseling Center	Phone: 254.501.5955
Health	COVID-19 Testing Hypertension Education & Management Type II Diabetes Education & Management Nutrition & Weight Management	Student Wellness and Counseling Center	Phone: 254.501.5955
Mental Health	Stress Management Time Management Study Skills	Student Wellness and Counseling Center	Phone: 254.501.5955

	Mental Health Education		
Victim Advocacy	Food Insecurity Housing/Shelter Assistance Transportation Services	Campus and Community Resource Manager	Phone: 254.501.5919 Email: lamiea.ezell@tamuct.edu
Legal Assistance	Legal Information Labor Information	Campus and Community Resource Manager	Phone: 254.501.5919 Email: lamiea.ezell@tamuct.edu
Student Financial Aid	SAP Support FASFA Support Scholarship Support Tuition Calculator Refund/Repayment Information	Student Financial Assistance Office	Phone: 254.501.5854 Email: finaid@tamuct.edu Scholarships@tamuct.edu
Other	*Confidential Resource* Community Resource Information Referral Assistance	Student Support Advocate	Phone: 254.501.5978 Email: ssa@tamuct.edu

A&M-Central Texas does not contract nor have any agreements with outside agencies to offer off-campus resources to victims of sexual assault, domestic violence; dating violence or stalking.

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.rainn.org> – Rape, Abuse and Incest National Network

<http://www.ovw.usdoj.gov/sexassault.htm> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> Department of Education, Office for Civil Rights

Institutional Rights and Options (Supportive Measures)

The institution is obligated to offer and aid students, employees, and third parties in

obtaining a range of supportive measures. Supportive measures are intended to restore or preserve equal access to the workplace and educational programs or activities without unreasonably burdening the other party; stop and prevent the reoccurrence of discrimination, harassment, and/or retaliation; and support the complainant and respondent during the investigation and resolution process. Supportive measures are non-disciplinary, non-punitive individualized services. Supportive measures are offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent.

In all complaints of discrimination, harassment, and/or retaliation, CREI promptly contacts the parties to discuss the availability of supportive measures, considers the parties' wishes with respect to supportive measures, informs the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explains to the complainant the process for filing a formal complaint. The university must maintain the privacy of any supportive measures provided to the complainant or respondent to the extent that maintaining such privacy would not impair the ability of the university to provide supportive measures.

ICO is responsible for coordinating the effective implementation of supportive measures. In addition to facilitating supportive measures, ICO can provide parties with access to university officials with information about counseling, medical, mental health, victim advocacy, visa and immigration information, impact of a leave of absence on student financial aid, and other services available to complainants and respondents (on campus and in the community). ICO will also notify the parties that options such as protective orders and criminal trespass warnings may be available through law enforcement agencies and the judicial system. A party may request a supportive measure through ICO (254-519-5716) at any time, regardless of whether a formal complaint has been filed and regardless of whether the individual chooses to report the incident to law enforcement or pursue disciplinary remedies.

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, A&M-Central Texas will provide written notification to students and employees about accommodations available to them. ICO can assist with supportive measures that may include but are not limited to changes to academic, living, transportation, and working situations or supportive measures according to the list below. In determining which supportive measures to impose and the reasonableness of the related measures, ICO considers the request; the safety of the complainant, respondent, and the university community; the specific needs of the individuals; the severity or pervasiveness of the allegations; continuing effects; sharing of residence halls, dining halls, classes, transportation, or job locations; other judicial measures already in place; and other factors as appropriate. The university also provides reasonable supportive measures to third parties as appropriate and available, considering the role of the third party and the nature of any contractual relationship with the university. Parties seeking supportive measures should discuss their options with their CREI case manager. At the victim's request, and to

the extent of the victim's cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered accommodations and protective measures.

Supportive measures provided by the institution vary and may include, but are not limited to, the following:

- Assistance in obtaining access to medical, mental health, legal (protective orders and criminal trespass warnings available through law enforcement and the judicial system), counseling support, victim advocacy, visa and immigration information, and financial aid guidance
- Extension of deadlines or other course-related adjustments, e.g., in cases in which a student complainant and student respondent are enrolled in the same course, either student may elect to drop the course without any academic penalty
- Modifications of work or class schedules
- Campus escort services
- Mutual no contact restrictions between the parties as described below
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of campus or workplace
- Other similar measures

If a student requires academic, transportation, or employment-related accommodations, supportive measures, or protective measures, they should contact the Access and Accommodations Liaison at **254-501-5836** or by email at access@tamuct.edu.

Students seeking assistance in requesting, coordinating, or implementing these accommodations or protective measures may also contact the Access and Accommodations Liaison, who can provide guidance regarding available resources and support services. The Access and Accommodations Liaison can be reached at **254-501-5836** or access@tamuct.edu.

Mutual No Contact Restriction: A mutual no contact restriction is a supportive measure issued by the institution that prohibits two parties from contacting one another through any means. Mutual no contact restrictions can be issued in addition to court ordered protection but may also serve as an alternative for those who do not want to seek a court order. A complainant or a respondent can request a mutual contact restriction through the ICO at 254-519-5716. ICO may issue a mutual no contact restriction at any time prior to or during a conduct investigation based on information provided by the requestor. If a good cause for a mutual, no contact restriction is determined, both parties are notified of the restrictions in writing. Mutual no contact restriction records are maintained in ICO's tracking system.

Individuals should be aware that direct contact, refusal to leave a protected area, appearing at a location one reasonably knows the protected party is at, third-party contact, or even anonymous contact are all potential violations of a mutual no contact restriction. Violations should be reported to ICO and may result in further disciplinary action. Failure to comply with the terms of supportive measures such as mutual no contact restrictions may be considered a separate violation of system policies and regulations and university rules and procedures.

ICO will also consider an interim removal of the respondent from university geography, programs, or activities if the respondent is an immediate threat to the health or safety of the community or another individual. Both an interim removal for student respondents and an interim administrative action for employee respondents, such as a leave of absence, are described below.

Interim Removal of Students: A student may not be expelled or suspended prior to a decision of responsibility for a violation(s) of a university rule, policy, regulation, code, or SAP except as provided below.

Student Affairs staff may remove a student from an education program or activity on an emergency basis only after an individualized safety and risk analysis has determined that the student is an immediate threat to the physical health or safety of any other student or individual arising from the allegations. Student Affairs staff must provide the removed student with notice and opportunity to challenge the decision immediately following the removal. Upon being removed, the removed student must be granted the opportunity for a hearing within 5 business days to review whether the removal is warranted. The outcome of this hearing is not subject to appeal and is not a disciplinary action.

During the interim removal, a student may be denied access to the campus (including classes) and/or all other university activities or privileges for which the student might otherwise be eligible.

The interim removal does not replace the investigation and resolution process. The investigation and resolution process shall proceed as outlined in this policy, except that the timelines referenced in this policy may not be followed and the allegations will be resolved as soon as possible.

Interim Administrative Actions for Employees: In accordance with university rules and SAPs, ICO may request that an employee be placed on leave, suspended with pay, reassigned and/or place in another type of temporary status pending completion of the investigation and resolution process. ICO may also issue interim restrictions to an employee, which include, but are not limited to, contact restrictions (no-contact directives); representation of the university; “no trespass” orders, etc. Such interim actions will remain in place as specified in a notification to the employee or until the allegations are resolved.

Confidentiality/Privacy of Accommodations and Supportive Measures:

Victims may request that directory information on file with the University be withheld by request by completing the Information Release Restrictions form at this address:

<https://www.tamuct.edu/university-compliance-office/ferpa-policy/>.

Regardless of whether a victim has opted-out of allowing the University to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis the university will maintain as private any accommodations or supportive measures provided to the extent that maintaining such privacy would not impair the ability of the institution to provide the accommodations or supportive measures. ICO is responsible for determining what information and to whom information will be disclosed based on the circumstances of the allegation, the individuals involved, and related safety needs. ICO uses discretion and only discloses information to key officials at the institution who perform the tasks necessary for obtaining or providing the accommodation or supportive measure. The identity of an alleged victim of sexual harassment, sex-based misconduct, sexual assault, dating/domestic violence, or stalking may only be disclosed to: (a) persons employed or under contract with the institution, who are necessary to conduct an investigation of the report or any related hearings; (b) a law enforcement officer as necessary to conduct a criminal investigation of the report; (c) the person or persons alleged to have perpetrated the incident, to the extent required by other law; or (d) potential witnesses to the incident as necessary to conduct an investigation of the report. Other areas receiving information related to supportive measures may include, but are not limited to: Financial Aid, Student Affairs, Division of Human Resources, academic departments (direct supervisor, Dean, or Associate Dean), or non-academic departments (direct supervisor, Vice President, or designee). Prior to disclosure, ICO will receive consent to disclose the identity of the alleged victim, inform the individual of the information that will be shared, with whom it will be shared, and why.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Campus Safety Act*. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Legal Rights and Options

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

The institution provides information and assistance to the complainant, the respondent, and other affected individuals in obtaining lawful orders issued by a criminal, civil, or tribal court including protective orders and criminal trespass warnings as discussed below. Failure to comply with any of the terms of lawful supportive measures may be considered a separate violation in the institutional disciplinary proceeding.

Protective Orders: Individuals may apply for protective orders through the Texas criminal justice system. A protective order is an interim protective measure that requires the recipient to stay away from the protected individual's home, workplace, and/or children's schools (if the children are protected persons in the order) depending on the documented circumstances. It requires the recipient to stop communicating with the protected individual in a harassing or threatening manner, attend counseling, pay child support, and/or pay spousal support. An application for a protective order may be filed by an individual, a prosecuting attorney, or the Texas Department of Family and Protective Services 800-252-5400 on behalf of an individual. The application is obtained through the county attorney (Bell County Attorney's Office Bell County Justice Center 254-933-5135, the district attorney (Bell County District Attorney's Office – Bell County Justice Center 254-933-5215 or 800-460-2355 ext. 5215, or a private attorney. UPD 254-501-5805 will also aid in applying for protective orders. Forms associated with applying for a protective order are found on the following webpage:
https://www.bellcountytexas.com/district_clerk/civil/protective_orders.php.

The application for a protective order must be filed in either the county where the applicant lives or the county where the recipient lives. The applicant's address can be kept confidential. If the legal criteria for a protective order are met, the county or district attorney's office will prepare and file all of the necessary paperwork to request a protective order from a court. Such orders provide effective tools for law enforcement when they are called upon to protect an individual and their family. Additionally, an emergency protective order may be recommended and automatically issued by the court following the original report and arrest of the respondent. A hearing is being held later to determine if the order should be extended or modified.

UPD is notified of protective orders that exist in the campus and surrounding area. Local law enforcement agencies are also notified of all existing protective orders in their area. If the requestor or other institutional personnel become aware that a protective order is violated, UPD should be contacted immediately at 254-501-5804. Responding agencies can also be contacted for protective order violations including Killeen Police 254-501-8830,

Temple Police 254-298-5500, or the Bell County Sheriff's Department 254-933-5412. Violating protective orders generally carry authority for the violator's immediate arrest by UPD or other law enforcement agencies.

Criminal Trespass Warning: A criminal trespass warning is a supportive measure issued by UPD which is directed at those who are considered a danger to the campus community or a danger to a certain individual in the campus community. The warning advises the respondent to leave the premises and forbids them from entering and/or remaining on certain property which can cover either the entire campus or a specific campus location. To request a criminal trespass warning, contact UPD at 254-501-5804 and request to speak with an officer. The UPD officer issues the criminal trespass warning if the respondent is determined to pose a risk to campus safety based on information provided by the requestor as it relates to applicable state law and/or UPD policy. When the warning is issued, the officer is responsible for providing notice to the requestor and the person receiving the warning.

UPD officers are notified of criminal trespass warnings that exist in their area. If a criminal trespass warning is violated, UPD should be contacted immediately at 254-501-5805. A violation of the criminal trespass warning occurs when the individual is issued a warning but refuses to leave campus or is subsequently found in a prohibited area based on the trespass warning. The requestor and other institutional personnel should take appropriate action by contacting UPD for a responding officer when they become aware of a potential violation of a criminal trespass warning. UPD generally enforces these warnings by charging violators with criminal trespass resulting in arrest and/or fine.

If the complainant, respondent, or member of the university community has obtained a protective order, civil no-contact order, restraining order, or similar order from a court as described in this section, against another member of the university community, a copy of the order should be provided to the UPD. A complainant may then meet with UPD to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home, etc.)

Other Legal Options: The UPD is available at 254-501-5804 is available to provide information or direct victims to the proper agency about personal safety, Texas Crime Victim's Rights, Texas Crime Victims Compensation Fund, and other information upon request. Or visit the Office of the Texas Attorney General's website at <https://www.texasattorneygeneral.gov/crime-victims>.

The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s).

Type Of Order	Rights of Victims	Institution's Responsibilities
Orders of protection	Victims may apply for a protective order through the Texas criminal justice system. Victims may receive assistance from UPD, the County Attorney, District Attorney, or a private attorney. Victims may request confidentiality of their address and may seek enforcement of the order through law enforcement.	The University will provide information and assistance regarding protective orders, assist victims in understanding the application process, refer victims to appropriate agencies, encourage victims to provide a copy of the order to UPD, and assist with campus safety planning. The University will honor and enforce applicable protective measures within its authority
No contact orders	A complainant or respondent may request a mutual no contact restriction through the Institutional Compliance Office. The order prohibits contact through any means and may be requested instead of or in addition to a court order.	Institutional Compliance may issue, monitor, and maintain records of mutual no contact restrictions. Alleged violations may be investigated and may result in disciplinary action
Restraining orders	Victims may seek restraining orders or similar court-issued orders through the appropriate court with assistance from outside legal counsel or law enforcement. Victims may provide a copy of the order to UPD and request a campus Safety Action Plan.	The University provides information regarding available legal remedies, encourages victims to provide copies of restraining orders to UPD, and assists with safety planning and supportive measures.
Similar lawful orders issued by a criminal, civil, or tribal court Orders by the institution (PNG)	Victims have the right to obtain lawful orders and criminal trespass warnings through the appropriate channels. UPD can	The University will recognize such orders, provide information and assistance, coordinate supportive

	assist in ensuring these orders are maintained while the student is on campus.	measures where appropriate, and refer violations to the appropriate authorities.
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Victims are required to apply directly for court-issued protective orders, restraining orders, and similar lawful orders through the appropriate criminal, civil, or tribal court. Protection orders may be obtained through the Bell County Attorney's Office, Bell County District Attorney's Office, a private attorney, or other applicable jurisdiction. The University Police Department will assist victims in understanding the process for obtaining protective orders and can provide referrals and assistance with safety planning. Information and forms regarding protective orders are available through the Bell County Court's web page labeled "Protective Orders". Mutual No Contact Restrictions may be requested through the Institutional Compliance Office, and Criminal Trespass Warnings may be requested through the University Police Department. The University cannot apply for a legal order of protection, no contact order, or restraining order on behalf of a victim

Investigations and Disciplinary Proceedings₁₂ for Sexual Assault, Dating Violence, Domestic Violence, Stalking and Related Retaliation

Proceedings from an allegation of sexual assault, dating violence, domestic violence, or stalking are provided in a prompt, fair, and impartial manner from the initial investigation to the result, including any appeals. University Rule 08.01.01.D1, Civil Rights Compliance provides that:

- the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused.
- Both the complainant(s) and the respondent(s) must receive equitable treatment in all facets of the investigation and resolution process including, but not limited to, the right to be advised by an advisor of their choice (if any), the right to present evidence and witnesses, . The University will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to providing support, guidance, and advice to the party they are assisting. Advisors may consult privately with their advisee, ask procedural questions, request reasonable breaks, and advise the party regarding whether and how to respond to questions. Advisors may not represent, speak for, answer questions on behalf of, or otherwise act in place of the party they are advising. During live hearings involving Title IX matters, the advisor's participation is limited to conducting cross-examination and asking questions as permitted by the hearing procedures. Advisors must comply with institutional directives, maintain the privacy of records and information shared with them, and may not disclose case materials to non-involved third parties. These restrictions apply equally to both parties.

- and the right to be informed of the outcome of the investigation. The accuser and the accused will be notified simultaneously, in writing, of the initial, interim and final decision of any disciplinary proceeding; and
- Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.
- The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the complainant or the respondent;
- Timely and equal access to any information (inculpatory and exculpatory) discovered during the investigation as well as any information that will be used during informal and formal disciplinary meetings and hearings will be provided to the complainant, respondent, and appropriate officials.
- During the investigation the complainant and respondent have timely notice of meetings at which the complainant, respondent, or both, may be present.

Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within the timeframe specified in each policy the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay.

- Determinations use the preponderance of the evidence standard, i.e., what is more likely than not to be true, based on the totality of the available evidence.
- If the respondent has multiple roles at the university, such as when the respondent is both a student and an employee, the Title IX Manager will consult with other relevant university officials and determine which procedure(s) to follow in the investigation and resolution of the allegations of prohibited conduct as well as other policy violations. The Title IX Manager will consider the known facts and circumstances, including which role predominates in the context of the prohibited conduct.
- The university's disclosure of information related to an investigation, the DA's decision and/or the sanctions rendered are governed by the provisions of the *Family Educational Rights and Privacy Act (FERPA)*, the *Texas Public Information Act (TPIA)*, the *Texas Education Code Section 51.971*, and other applicable confidentiality laws.

¹² For the purposes of this section, proceeding means all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings. Proceeding does not include

communications and meetings between officials and the complainant, respondent, and other affected individuals concerning accommodations or supportive measures.

Individuals conducting investigations and other decision makers, at a minimum, receive annual training on the issues related to sexual assault, dating violence, domestic violence, and stalking and how to investigate and the hearing process that protects the safety of victims and promotes accountability. All of those involved in the administration of civil rights complaints at the university (including but not limited to: reporting, administering, investigating, adjudicating, advising, and informal resolution) complete annual training specific to their roles in accordance with requirements established by SECO in System Regulation 08.01.01, Appendix B, Minimum Training Requirements for Civil Rights Investigations, Advisement, Adjudication, Appeals, and Informal Resolution in The Texas A&M University System. Minimum training requirements include university rules and procedure, applicable federal and state laws, how to conduct comprehensive civil rights investigations and prepare reports, trauma-informed investigation techniques and considerations, due process protections, how to value and weigh evidence and assess credibility, sanctioning, appellate processes, etc.

If an employee reasonably believes that an incident constitutes sexual harassment, sexual assault, dating violence, domestic violence, or stalking and that the incident is alleged to have been committed by or against a person who was a student enrolled at or an employee of the institution at the time of the incident, the employee must promptly report the incident to ICO. Students and third parties (including, but not limited to, anyone receiving services from the university, vendors, and private business associates) are strongly encouraged to report the incident(s) promptly to ICO. An employee is not required to report an incident in which that employee was a victim of the sexual harassment, sexual assault, dating violence, domestic violence, or stalking. Once an individual discloses information to ICO, a complaint will be made with the university, and the institution's process is initiated regardless of whether the complainant chooses to pursue criminal charges.

Whether or not criminal charges are filed, the university³ or a person may file a complaint under the following policies, depending upon the status of the accused (student or employee):

Types of Disciplinary Proceedings Utilized in Cases of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking

2020 Title IX Regulations: Title IX Policy and Procedure to Comply with the 2020 Title IX Regulations

System Regulation 08.01.01- Civil Rights Compliance

How to File a Disciplinary Complaint Under this Policy

DESCRIBE HOW A VICTIM SHOULD INITIATE DISCIPLINARY ACTION IN ACCORDANCE WITH THIS POLICY. MAKE SURE YOU PROVIDE THE EXACT WEBSITE OR PHYSICAL LOCATION WHERE A FULL COPY OF THE POLICY MAY BE ACCESSED.

Complaints are initially reviewed by the ICO, not only to assess and address safety, but to also determine whether a violation of the System Regulation 08.01.01 and/or University Rule 08.01.01.D1 and/or any other university rule, SAP, code, or policy could have occurred. During the initial review and preliminary assessment, the ICO will:

- Inform the complainant about options for formal and informal resolutions and solicit the complainant's preferred method for resolving the matter. Complainants may request a formal resolution, an informal resolution, or "no resolution" of the allegations of discrimination, harassment, retaliation, and/or complicity.
- Aid the complainant in submitting a written formal complaint¹³ that details the nature and circumstances of the allegations, including the names of the complainants and respondents.

¹³A formal complaint is a document or electronic submission (such as by electronic mail or through an on-line portal provided for this purpose) filed by a complainant, or signed by the Title IX Coordinator, alleging sex-based discrimination against a respondent and requesting that the university investigate the allegation(s). The formal complaint must contain the complainant's physical or digital signature or otherwise indicate that the complainant is the person filing the complaint. Alternatively, a Title IX Coordinator may sign a formal complaint but is not a complainant or otherwise a party to the complaint. The university may consolidate formal complaints as to allegations of sex-based violations against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, when the allegations of sexual harassment arise out of the same facts or circumstances.

No Resolution

If the complainant requests that no resolution of the allegations occur, the university will seek to honor the request whenever possible without impeding the university's ability to enhance the safety and security of the complainant and the university community. The university may initiate an investigation based on the seriousness of the allegation, whether there are multiple allegations, and/or whether a respondent poses a risk of harm to others. ICO will consider the following factors when evaluating such requests:

- All the known circumstances, including any corroborating evidence;
- The nature and scope of the alleged conduct, including whether the reported behavior involves the use of a weapon;
- The respective ages and roles of the complainant and respondent;
- Whether there have been other reports of prohibited conduct or other misconduct by the respondent;
- Whether the report reveals a pattern of misconduct related to prohibited conduct (e.g. via illicit use of drugs or alcohol) at a given location or by a particular group;
- Fairness considerations for both the complainant and the respondent;

- Whether the university possesses other means to obtain relevant information and evidence;
- The university's obligation to provide a safe and non-discriminatory environment;
- Admissions of responsibility by the respondent, if any; and
- The impact of honoring the request on the complainant and the university community, including the risk of additional violence.

If the university is able to honor the complainant's request for no resolution, the university may close the matter with no action taken, or the university may proceed with other appropriate steps, including investigation and disciplinary action against the respondent for violations of other rules, SAPs, regulations, policies, or codes, if applicable.

If the university determines that the complainant's request cannot be honored, the complainant will be notified of the decision, and ICOI will take appropriate actions, including but not limited to, (1) offering support services or academic adjustments and (2) initiating a formal investigation or informal resolution.

Informal Resolution

Informal resolutions do not utilize formal hearing and may or may not involve the establishment of findings of fact and the application of sanctions.

At any time prior to the determination of a final decision, the parties may seek informal resolution to resolve the complaint. The following conditions apply to informal resolution:

- Informal resolution is a voluntary process. No party may be compelled to participate in informal resolution. The university, in consultation with SECO, must agree to allow an informal resolution to move forward and must obtain the parties' voluntary, written consent to the informal resolution process.
- Prior to an informal resolution, the parties will be provided with: (a) written notice of the allegations; (b) the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; and (c) the consequences of withdrawing from the informal process and resuming the formal process, and including the records that will be maintained or could be shared.
- Once a party agrees to participate in informal resolution, they may withdraw from the process at any time prior to a final agreement and resume the formal grievance process. Information shared in the informal resolution process may not be introduced into the formal process without independent evidence.
- Once a final agreement is established through informal resolution, the complaint may not return to the formal complaint process unless one or both parties fails to abide by any conditions established in the agreement.
- Informal resolution options include mediation, restorative conferences, shuttle facilitation, and other forms of facilitated dialogue.

- Mediation may not be used to resolve complaints of rape, statutory rape, dating violence, domestic violence, or any case in which imminent threats of harm may exist.
- The university may not offer an informal resolution process in sex-based complaints unless a formal complaint is filed and may not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

Formal Resolution

The allegations will be considered for investigation pursuant to the following procedures. ICO reserves the right to resolve the complaint informally or through no resolution if the allegation does not rise to the level of conduct prohibited by System Regulation 08.01.01.

Upon receipt of a report, ICO may consult with the Texas A&M University System Office of General Counsel (OGC) as needed and make a preliminary determination about whether to conduct a formal investigation of the allegations. The preliminary determination may include, but is not limited to, the following:

- An assessment of whether there is sufficient known or obtainable information to proceed with an investigation of the complaint;
- An assessment of whether the allegations are baseless;
- An assessment of whether the allegations, if true, would constitute a violation of System Regulation 08.01.01; and/or
- An assessment of whether a complainant's request for no resolution may be honored.

If it is determined that there is insufficient information to proceed with an investigation; or that the allegations are baseless; or that the allegations, if true, would not constitute conduct prohibited by System Regulation 08.01.01 and/or Rule 08.01.01.D1; or, that an investigation will not occur due to the complainant's request for no resolution, ICO may:

- dismiss the complaint,
- close it for insufficient evidence to investigate or lack of jurisdiction,
- refer the report to a different office at the university (the university office may review the conduct and take appropriate action, including but not limited to, disciplinary action against the respondent for violations of other university rules, codes, regulations, policies, or SAPs, if applicable), or
- with the consent of the parties, as well as the approval of SECO, refer the complaint to informal resolution (cases involving allegations based on sex require the submission of a formal complaint before they may be referred to informal resolution).

ICOI will notify the complainant of such action in writing. Complaints that have been dismissed or referred to may be appealed in accordance with the appeal procedures section of this policy.

Once it has been determined that the university will proceed with a formal investigation, ICO will appoint the Investigative Authority (IA)¹⁴ within 5 business days to initiate the process of determining whether a violation of System Regulation 08.01.01 or other university rule, SAP, code, or policy occurred.

The ICO and Title IX Manager (or designee) shall simultaneously notify the complainant(s) and respondent(s) in writing of the commencement of the investigation. The notice of investigation will include:

- receipt of the complaint stating the allegation of a violation of this policy;
- interim supportive measures, if any;
- admonishments regarding cooperation and prohibiting retaliation;
- any informal resolution process that may be available;
- an unredacted version of the complaint to an employee respondent(s) and their advisor, if applicable, with admonishments regarding privacy; and
- the appointed IA, the appointed Designated Administrator (DA) and Appellate Authority (AA).¹⁵

¹⁴The IA is one or more trained individuals appointed to conduct a formal investigation to discover and examine the facts related to an allegation and conclude if, based on the preponderance of the evidence, the allegation is substantiated, unsubstantiated, or if there is insufficient information. In complaints involving allegations of sex-based behaviors, the IA will be limited to only reporting the evidence collected during the investigation, as well as issuing appropriate determinations surrounding credibility of parties, witnesses, and evidence.

¹⁵The DA is the decision-making entity specified in university rules. This may be an administrator or a hearing officer/panel but may not include a person with a clear conflict of interest (e.g., supervisor, subordinate, and/or family member of either party) or personal bias. The role of the DA is to determine whether allegations of misconduct rise to the level of a violation of System Regulation 08.01.01 based on the evidence provided and utilize the preponderance of the evidence standard. The DA cannot serve as an investigator, nor may they later serve as an appellate authority in the same case. Title IX Coordinators may not serve as a DA in any case involving an allegation of discrimination or harassment based on sex. The AA is any individual or panel responsible for rendering appeal decisions as specified in university rules. The role of the AA is to review the process by which an original decision was reached and render an appellate decision, consistent with the grounds for appeal. Title IX Coordinators may not serve as an AA in any case involving an allegation of discrimination or harassment based on sex. All persons serving as DAs, AAs, and IAs will be impartial and free of conflicts of interest or bias for or against the complainant or the respondent. Parties who are concerned about the impartiality of an individual serving in one of these roles should submit their concerns, in writing, to the Chief Compliance Office compliance@tamuct.edu who may designate alternative individuals to fulfill any of these roles.

If during an investigation the university decides to investigate allegations about the complainant or respondent that were not included in the original notice, the university must provide notice of the additional allegations to the parties.

If the respondent is an employee, the ICO and Title IX Manager (or designee) shall notify, in writing, the respondent's supervisor that ICO is investigating an allegation that the respondent has engaged in conduct that may be a violation of System Regulation 08.01.01 and/or Rule 08.01.01.D1 or other university rules, SAPs, codes, or policies.

ICO is responsible for all administrative actions required to conduct the investigation. These include, but are not limited to, informing the parties of extensions or other delays affecting the investigation, contacting supervisors or faculty regarding their employees' or students' time away from work or class to participate in the investigative process, making reports to university

administrators, coordinating supportive measures, and undertaking any other tasks necessary to properly conduct the investigation.

The IA will review the complaint, conduct a prompt, fair, thorough, and impartial investigation. Abuse of the investigation and resolution process is prohibited and subject to disciplinary action up to and including dismissal or separation from the university. Examples of abuse of process include, but are not limited to:

- Failure to appear at a meeting, interview, hearing, or conference as set forth in a notice issued by ICO;
- Falsification, distortion, destruction, or misrepresentation of evidence or information;
- Disruption or interference with the orderly conduct of an investigation, interview, meeting, hearing or conference;
- Intentionally initiating or causing a false report to be initiated;
- Attempting to discourage an individual's proper participation in, or use of, the investigation and resolution process, disciplinary process, or legal process;
- Attempting to influence the impartiality of the IA, AA, or DA prior to, and/or during the investigation and resolution process;
- Verbal or physical intimidation, and/or retaliation of any party to the investigation and resolution process prior to, during, and/or afterwards;
- Failure to abide by the terms of university administered sanctions;
- Influencing or attempting to influence another person to commit abuse of the investigation and resolution process; and/or
- Failure to cooperate fully with the IA (applies only to employees).

Students, employees, and third parties who are found responsible for abuse of the investigation and resolution process are subject to the sanctions as described in this policy.

During the investigation, the complainant and the respondent will have an equal opportunity to be heard, submit information and corroborating evidence, identify witnesses who may have relevant information, and submit questions to be asked of the other party. Questions for the other party will be asked by and at the discretion of the IA. The IA will meet separately with the complainant, the respondent, and any witnesses, and will gather other relevant and available evidence and information. The IA may also consult medical, forensic, technological, or other experts when expertise is needed to achieve an understanding of the issues under investigation.

Witnesses must (1) have observed the acts in question, (2) have information related to or relevant to the incident, or (3) have information about impact, mitigation, aggravation, and/or character to participate in the investigation process.

Investigations provide both the complainant and respondent the same opportunities to have others present during any institutional proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor¹⁶ of their choice. The advisor may be present at any time at which the party participates in the investigation and resolution process, including the filing of the complaint, the interview with the IA, and all other meetings or proceedings related

to the investigation and resolution of the complaint. Proceedings will not limit the choice of advisor allowing a party to select any person to be an advisor, including legal counsel.

If the allegations are related to sexual harassment or sex-based misconduct, a party must have an advisor for the hearing to provide guidance and to conduct cross examination. If a party does not have an advisor for a hearing involving sexual harassment or sex-based misconduct allegations, the university will appoint an advisor for the party. To the extent it is reasonably possible, the university will provide a party without an advisor with a list of trained advisors and allow the party to select an advisor to be appointed from the list.

Restrictions regarding the extent to which the advisor will participate in the proceedings may be established and applied equally to both parties. In all instances, the advisor's participation will be limited to the role of an observer, except that the advisor will (1) conduct the cross examination during a hearing on allegations of sexual harassment and sex-based misconduct and (2) provide support and guidance to their party. An advisor can be barred from being present during the investigation and resolution process if, in the judgment of the IA, the DA, the AA, or the Assistant Vice President and Title IX Coordinator, the advisor attempts to advocate on behalf of a party (other than cross-examination) or is otherwise disruptive. All parties, including advisors, are informed of participation restrictions before a proceeding is conducted so that parties understand and respect the limitations.

When the university is made aware that there is a concurrent criminal investigation, CREI may inform the law enforcement agency that a university investigation is also in progress; ascertain the status of the criminal investigation; and determine the extent to which any evidence collected by law enforcement may be available to the university in its investigation.

16An advisor is an individual selected by each complainant and respondent to provide guidance, support, or advice during the investigation and resolution process and to conduct cross-examination when a complaint is referred to a formal hearing. An advisor may be an attorney. The university may appoint an advisor of the university's choice for a complainant or respondent for a hearing if either party does not have an advisor present. Advisors may not otherwise represent or speak for the party they are advising. Each party is allowed one advisor, although the university may establish circumstances under which a second advisor would be permitted (e.g., accommodating a party with a disability).

At the request of law enforcement, the university may temporarily defer part or all the investigation until after the initial evidence-gathering phase of the law enforcement investigation is complete. The IA will communicate with the parties (as appropriate) about the law enforcement agency's request to the extent allowed by law; the university's obligations and supportive measures; procedural options; anticipated timing; and the implementation of any necessary interim measures for the safety and well-being of all affected individuals.

Standards for the resolution of criminal allegations are different than the standards for resolution of a violation of System Regulation 08.01.01 and/or any other university policy, rule, SAP, or code;

therefore, the university will not base its decisions on any law enforcement determination and/or the outcomes of any criminal proceedings.

Within 30 business days, the IA will prepare an initial draft investigation report at the conclusion of the investigation and provide it to OGC for review. The initial draft investigation report includes the following but does not contain speculation, opinions, findings, decisions, or recommendations for sanctions¹⁷:

- statement of the allegation(s)
- listing of interviews individuals including dates of the interviews
- all inculpatory evidence (evidence that would tend to support the finding that a respondent is responsible for the alleged misconduct) that is directly related to the allegations
- all exculpatory evidence (evidence that would tend to support a finding that a respondent did not commit the alleged misconduct) that is directly related to the allegations
- credibility assessments which may not be based on an individual's status as a complainant, respondent, or witness
- listing of relevant documents attached to the report as exhibits

The IA has the sole discretion to determine the relevance of evidence and whether it should be included in or excluded from the investigation report. OGC will coordinate with SECO and provide its review of the initial investigation report to the IA within 10 business days.

¹⁷The investigation report for a non-sex based civil rights complaint must also include the IA's conclusion, based on the preponderance of the evidence, whether or not the alleged behavior/conduct occurred, did not occur, or there was insufficient evidence to establish that the behavior occurred or not, but will not determine whether or not the behavior establishes a violation of system or university regulations or rules.

The IA will have 5 business days to create a final draft investigation report and share that document electronically with both the complainant, respondent, and their advisors, if any. The university provides parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the university does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence related to the allegations whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation. This includes sending to each party and the party's advisor, if any, the final draft investigation report (with exhibits) subject to inspection and review. Both the report and the collected evidence will be unredacted to the extent allowed by law.

The complainant and the respondent will be given 10 business days to review the final draft investigation report and evidence and submit a written response to the IA for the IA to consider prior to final completion of the investigative report. A party's response may include: (1) written

comment or feedback; (2) additional evidence or information; (3) the names of additional witnesses or a request for the collection of other information by the IA; and/or (4) questions to be asked (at the discretion of the IA) of the other parties or witnesses. If a party's response to the final draft investigation report includes new evidence/information/witness names that were not provided to the IA during the original investigation, the party must submit a written explanation as part of the response as to why the evidence/information/witness names were not originally provided to the IA. The IA has the discretion to disregard or accept new information/evidence/witness names. A party may not withhold information/evidence/witness names, refuse to answer question(s) or participate in the original investigation and then provide the information for the first time at party review. The IA must explain to the party proposing the questions any decision to exclude a question as repetitious or not relevant. A party's written response, if any, will be shared with all other parties and incorporated in the investigation report as an exhibit.

While it is the IA's responsibility to undertake a thorough search for relevant facts and evidence and to gather sufficient evidence to reach a determination regarding responsibility, the IA must conclude the investigation within a reasonably prompt time frames and without the power of subpoena.

At the conclusion of the review and respond period, the IA will determine if the final draft investigation report should be amended with any new information or evidence. If necessary, the IA may pursue additional investigative steps. The IA will have 10 business days to complete this process.

The IA will then have 5 additional business days to prepare a final report (as amended, if applicable), and forward it along with exhibits, responses from the parties, and other information directly related and relevant to the allegations, to OGC and SECO for legal review. OGC and SECO will then have 5 business days to provide feedback to IA. The latter review provided by OGC and SECO may be waived by mutual agreement between the university and OGC/SECO if no substantive changes were made following the initial review. After receiving the legal review, the IA will have 5 business days to finalize the investigation report and submit it to the parties and to the DA for decision-making and sanctions.

Circumstances may warrant extensions to the time frames in this section. The IA should send an extension request, if needed, to ICO. Both the complainant(s) and the respondent(s) are notified of any extensions in writing.

The respondent is presumed to not have engaged in prohibited conduct until the DA finds that there is sufficient evidence based on a preponderance of the evidence to find that the respondent has violated System Regulation 08.01.01 and/or Rule 08.01.01.D1. If violation(s) are found, the DA may issue sanctions.

Procedures governing the resolution of other civil rights complaints (pay disparities and/or program inequities, excluding hostile environment, and allegations other than sexual harassment and sex-based misconduct)

Following are the resolution procedures for pay disparities and/or program inequities, excluding hostile environment, and non-sex-based complaints based on race, color, religion, national origin, age, disability, genetic information, and/or veteran status. When a complaint involves allegations of misconduct that involve both sex-based allegations and allegations of other civil rights violations, the process shall be conducted under the requirements established for sex-based offenses.

The DA will review the unredacted final investigation report (see footnote 16), the documentary evidence, and any other relevant information. If the DA has substantial doubts about the thoroughness, fairness, and/or impartiality of the investigation, the DA may refer the matter back to the IA with further instructions, which could include the appointment of a different IA. At any time prior to the adjudication of a formal complaint, the parties may seek informal resolution to resolve the complaint.

The DA will develop a draft decision (see footnote 19), based on the preponderance of the evidence, as to a) a finding for each allegation as to whether conduct occurred; and b) a finding of responsibility for each allegation: substantiated, unsubstantiated, or there is insufficient information to substantiate that the respondent violated System Regulation 08.01.01 and/or Rule 08.01.01.D1. If it was alleged that any other system regulations or university rules, SAPs, codes, or policies were violated, there would be a statement of responsibility as to these allegations as well.

The DA will submit the draft decision to OGC within 5 business days after receiving the final investigation report and consult, as needed, with respect to sanctioning. OGC will coordinate with SECO and provide its review of the draft decision within 5 business days. For a complaint against a student, it may be impractical for OGC to review the intended decision prior to issuance by the DA. Universities are therefore exempt from obtaining OGC review of the decision, for student complainants, prior to issuance but may request assistance from OGC and SECO when needed.

The DA will have 5 business days to finalize the decision and simultaneously notify the parties, the IA, and any other university official with a need to know, in writing, the decision and sanctions. In cases in which the allegations are substantiated, the final decision will also be provided to an employee respondent's supervisor. The decision must include any sanctions imposed by the institution. Notwithstanding section 444 of the General Education Provision Act (20 U.S.C. 1232g), commonly referred to as FERPA, in the decision, the DA will state the rationale for the decision and the sanctions, if any (see footnote 21). The final decision will include instructions for appealing the decision and/or sanctions.

Circumstances may warrant extensions to the time frames in this section. The DA should send an extension request, if needed, to the office or individuals who appointed them. Both the complainant(s) and the respondent(s) should be notified of any extensions in writing.

Sanctioning Considerations

In determining appropriate sanctions, many factors may be considered. Factors include, but are not limited to:

- the expressed wishes of the complainant(s),
- the nature of the conduct,
- the impact of the conduct on the complainant(s) and university community and the need to protect the safety of the university community,
- prior disciplinary history of the respondent,
- whether the respondent has accepted responsibility for the conduct,
- the necessity of any specific action to eliminate discrimination, harassment, and/or retaliation and prevent its recurrence, as well as the need to remedy its effects on the complainant(s) or other university community members, and/or
- any other mitigating, aggravating, or compelling circumstances.

Sanctioning Employees

If an employee is found to have engaged in sexual harassment or sex-based misconduct, the sanction will be termination of employment. If an employee is found to have engaged in conduct prohibited by *System Regulation 08.01.01* and/or *Rule 08.01.01.D1* (other than sexual harassment and/or sex-based misconduct), the DA may assign appropriate sanction(s) which may have educational, restorative, punitive, and rehabilitative components. Sanctions include written warning or reprimand, required training and/or attendance at counseling, no contact directives, probation, suspension, and termination.

If an employee is found responsible for violating any other rule, policy, SAP, code, or regulation, the DA may assign appropriate sanction(s) or may refer the sanctioning to any other appropriate university administrator.

Sanctioning Students

If a student is found responsible for sexual harassment or sex-based misconduct, the student will be sanctioned in accordance with the [Texas A&M University Title IX Cumulative Student Sanctioning Matrix](#). If a student is found responsible for engaging in any other form of conduct prohibited by *System Regulation 08.01.01* or *Rule 08.01.01.D1*, or if the student is found responsible for violating any other university rule or System regulation, the DA will assign appropriate sanctions which may have educational, restorative, and rehabilitative components and/or may place a student in a probationary or review status or separate the student from the university.

Appeals procedures governing the resolution of all sexual harassment and sex-based misconduct allegations

An appeal of the Title IX Manager's complaint dismissal, hearing decision, and/or sanctions related to an allegation of sexual harassment or sex-based misconduct may be made by the complainant and/or the respondent. The AA, the individual or panel responsible for rendering appeal decisions, is assigned based on the status of the respondent in accordance with the following table. AAs shall not have had any previous involvement and/or participation in the investigation and/or decision pertaining to an appeal under review.

If the allegation is against a:	Student	Non-Faculty Employees and Third Party	Faculty Employee
Then the AA is:	University Disciplinary Appeals Panel (UDAP) who may refer the appeal to the Student Conduct Office or designee https://www.tamuct.edu/student-affairs/student-conduct.html	Executive Director Human Resources and Payroll or designee https://policies.tamus.edu/32-01-02.pdf & https://www.tamuct.edu/compliance/rules-and-saps.html 31.01.02.D0.01	Provost and Vice President for Academic Affairs or designee https://www.tamuct.edu/compliance/rules-and-saps.html 32.01.01.D0.01 or https://policies.tamus.edu/32-01-01.pdf

All appeals will be confined to a review of the record from the investigation and any relevant evidence, as well as the DA's decision as related to the grounds for appeal. The appeal does not create entitlement to a new investigation. The appeals process carries a presumption that the original decision was correct unless a preponderance of the evidence demonstrates that one or more of the conditions of the appeal are met, and that either or both parties were deprived of a fair process.

Appeals must be submitted in writing and must include a statement outlining the basis for the appeal²⁴ and any evidence which supports the appeal. Appeals must be filed at the location and within the timeframe dated in the DA's written notice of the decision (within 5 business days of notification of the decision). Decisions made by the DA shall not be final until an appeal deadline is passed, or when the appeal process is exhausted, or when all parties choose not to appeal.

To be a valid appeal, the appeal must: (1) be filed at the location and within the time frame stated in the DA's written notice; (2) identify one of the bases for appeal (see footnote 23); and (3) provide credible information or evidence substantiating the identified bases for appeal.

24 Results (decision and/or sanctions) or dismissal of a complaint can be appealed on any of the following bases, as applicable: (a) A procedural irregularity that affected the outcome; (b) New evidence, not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter. The new evidence must be provided at the time of the appeal through the designated mechanism for filing an appeal; (c) The Title IX Manager, investigator(s) or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; or (d) The appropriateness or severity of the sanctions. If an employee was found to have sexually harassed another member of the university or agency community, the appropriateness or severity of the sanction cannot be appealed.

If the AA determines that an appeal is not valid, the AA will provide simultaneous written

notice to the parties and ICO that no valid appeal was filed, and that the decision of the DA is final, and the case is closed.

If a timely and valid appeal is filed by either party, the other party will be notified as soon as practical thereafter by the AA. The parties will be given 3 business days to review the appeal and submit a written response a) that provides support for or challenges the decision by the DA, and b) that responds to the appeal bases submitted by the appealing party. Any written response must be submitted to the AA.

The AA will review the Title IX Manager's letter of dismissal, the investigation report, the DA's decision, the documentary evidence, the record from the hearing (if applicable), or any other relevant information and render a written decision on the appeal. If both parties file a valid appeal, the AA will review both appeals and will render decisions accordingly.

The AA will render one or more of the following written decisions:

- Affirm the DA's decision on responsibility and, if applicable, the sanctions. There are no relevant issues of concern related to the ground(s) of the appeal, and, therefore, the decision is affirmed and final.
- Remand the complaint back to the DA because new evidence, not reasonably available at the time the determination regarding responsibility or dismissal was made, appears to be relevant and could have significantly affected the outcome of the decision on responsibility, dismissal of the complaint, or the sanctions. The DA will reconvene the hearing for the limited purpose of considering the new evidence. The DA will issue a new decision which may be appealed to by the parties in accordance with the previously described appeal procedures.
- Remand the complaint back to the DA with an instruction to correct the procedural error or omission. If a procedural error occurred in the investigation phase, the DA would instruct the IA to correct the procedural error or omission and amend the Investigative Report, as appropriate. The IA will then submit the amended investigative report to the parties for review and response and then to the DA for a new decision in accordance with formal resolution procedures. If the procedural error occurred in the resolution phase, the DA would correct the procedural error or omission and then issue a new decision in accordance with the formal resolution procedures. The new decision of the DA may be appealed to by the parties in accordance previously described appeal procedures.
- Remand the complaint to 1) ICO or 2) SECO with the instruction to remedy a bias by the IA or DA or the Title IX Manager. If bias was present in the IA, ICO will appoint a new IA to review the investigation, collect additional evidence or information as appropriate, and follow the investigation requirements as outlined in the formal resolution procedures. A new report will be written and provided to the DA for a new hearing. If the bias was present in the DA, ICO will appoint a new DA to re-hear the case with the existing investigation. If the bias is present in the Title IX Manager, SECO will appoint a new staff member to address the influence of the Title IX Manager on the case.

- Modify the decision on sanctions because the sanctions given were inappropriate or disproportionate to the severity of the conduct after considering all the circumstances²⁵. The AA will impose new sanctions, which are final.

Notwithstanding section 444 of the General Education Provision Act (20 U.S.C. 1232g), commonly referred to as FERPA, the AA will render a written decision simultaneously to the parties that includes a rationale for the decision as to each of the grounds appealed, changes occurring based on appeal, and when such results become final (see footnote 21).

To the extent reasonably possible:

- For student respondents: The AA will provide the written decision simultaneously to the parties and ICO within 10 business days following the 3-business day review deadline. AAs are exempt from obtaining OGC review of decisions for student respondents prior to issuance but may request assistance from OGC and SECO when needed.
- For employee or third-party respondents: The AA will provide a draft decision to OGC for review within 5 business days following the 3-business day review deadline. System Office officials will provide a review of the draft decision to the AA within 5 business days. To the extent possible, the AA will provide a final written decision simultaneously to the parties and ICO within 5 business days of receipt of the review from the System Office. If the complaint on appeal is substantiated, the respondent's supervisor will also be informed.

The decision of the AA is final and binding on all parties involved. Circumstances may warrant extensions to the timeframes outlined in this section. The AA may send an extension request to the office or individual who appointed them with a rationale for an extension. If the extension is granted, the AA will notify the parties and ICO in writing.

²⁵ If an employee was found to have sexually harassed another member of the university or agency community, the AA may not render a decision which modifies the sanctions.

Appeal procedures governing the resolution of other complaints (allegations other than sexual harassment and sex-based misconduct)

Any employee disciplined pursuant to this regulation may appeal that action in accordance with [System Policy 12.01, Academic Freedom, Responsibility and Tenure](#); [System Policy 32.01, Employee Complaint and Appeal Procedures](#); [System Regulation 32.01.01, Complaint and Appeal Process for Faculty Members](#); [System Regulation 32.01.02, Complaint and Appeal Process for Nonfaculty Employees](#); and/or other system policies or regulations as appropriate.

Any student receiving a sanction of separation (expulsion or suspension) pursuant to this regulation may appeal the sanction in accordance with the code of conduct for student

grievances, <https://www.tamuct.edu/student-affairs/student-conduct.html> *Student Rules*.

Extensions

The university will make every reasonable effort to comply with the timelines contained in this procedure. However, extensions may be obtained by the IA, DA, or AA, as appropriate under the circumstances. Time frames for the receipt, investigation, and adjudication of complaints may be extended for good cause. Good cause is to be determined by the university in consultation with OGC and SECO and reasonable extensions may be granted at the discretion of the university. Circumstances that warrant an extension may include, but are not limited to:

- Temporary unavailability of the complainant(s), respondent(s) or witnesses;
- Delays in issuance and/or receipt of information to or from the IA;
- Temporary unavailability of the IA, DA, or AA due to illness, family needs or professional commitments;
- Holidays or other periods when the complainant, respondent, witnesses, or other university employees may be unavailable; and/or
- New allegations, new evidence, new witnesses, or any other fact or circumstance that would require further investigation.

All requests for extensions must be justified in writing and shall be sent by the IA, DA, or AA to ICO for review and approval by the Chief Compliance Officer or designee. ICO will simultaneously notify the complainant and respondent in writing of any extensions and the reason for the extensions.

Dismissals under Title IX

Cases involving allegations of sexual harassment, sexual assault, and dating violence, domestic violence, and/or stalking based on sex are subject to mandatory or discretionary dismissal from the Title IX process²⁶ under federal law. However, at the discretion of the Title IX Manager in consultation with OGC and SECO, cases dismissed from the Title IX process may be subject to investigation and adjudication as sex-based misconduct which provides for the same investigation and resolution process as cases meeting sexual harassment under Title IX.

²⁶ Complaints will be processed under Title IX if all of the following apply: (1) The university has actual knowledge of a notice of sexual harassment or a complaint involving allegations of sexual harassment, sexual assault, and/or dating violence, domestic violence, and stalking based on sex to the Title IX Manager any university official who has authority to institute corrective measures and redress harassment on behalf of the university including Deputy Title IX Coordinators, the Chief Compliance Officer, the Executive Director of Human Resources and Payroll, the Office of the Provost, the Dean of Students or designee. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge; (2) A formal complaint is filed by the complainant or signed by the Title IX Manager; (3) The alleged behavior/conduct must have occurred against a person while in the United States; (4) At the time the formal complaint was filed, the complainant was participating or attempting to participate in the university's education program or activity. This includes an enrolled student, an employee, and applicants for admission or employment at the university, and; (5) The alleged conduct meets the definition of sexual harassment as set forth in this policy.

Mandatory dismissals

If the conduct alleged in the formal complaint would not constitute sexual harassment as defined even if proved, did not occur in the university's education program or activity, or did not occur against a person in the United States, then the university must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX only. Such dismissal does not preclude action under

- Sex-based Misconduct procedures or
- Another provision of the university's conduct standards.

Discretionary dismissals

The university may dismiss a formal complaint for the purposes of sexual harassment under Title IX if the complainant notifies the Title IX Manager in writing that the complainant wishes to withdraw it, if the respondent is no longer enrolled or employed by the university, or if specific circumstances prevent the university from collecting evidence sufficient to reach a determination (for example, when the complainant has ceased participating in the process; in certain fact specific cases when the passage of time precludes the collection of sufficient evidence; when complainant's identity is not known; and when the exact same allegations have already been investigated and adjudicated). Such dismissal does not preclude action under

- Sex-based Misconduct procedures or
- Another provision of the university's conduct standards.

Upon a dismissal required or permitted pursuant to the above, the university must promptly send written notice of the dismissal and the reason(s) therefore simultaneously to the parties. The parties must be given the opportunity to appeal a dismissal to the designated AA in accordance with the appeal procedures referenced above.

University-Initiated Protective Measures

In addition to those protective measures previously described the Title IX Coordinator or their designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to a University order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporarily pending the results of an investigation or may become permanent as determined by Texas A&M Central Texas University.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and that:

- A. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act);
- B. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
- C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Texas;
- D. The institution's definition of consent AND the purposes for which that definition is used.
- E. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- F. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- G. Information regarding:
 - a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)

- b. how the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and
- d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document);

Primary Prevention and Awareness Programs²⁷

The university engages in primary prevention programs that are directed at incoming students and new employees. The primary programs are defined as programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexual interactions, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

²⁷ For the purposes of this section awareness programs means community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Programs to prevent dating violence, domestic violence, sexual assault, and stalking means comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

A&M – Central Texas provides culturally relevant, inclusive primary prevention and awareness education to incoming students and new employees to clearly define sexual assault, dating violence, domestic violence, stalking, and consent in reference to sexual activity (as defined by the institution, the purposes for which the institutional definition is used, and as defined in the applicable jurisdiction). The programs identify sexual assault, dating violence, domestic violence, and stalking as conduct prohibited by the university and provide information regarding bystander intervention, risk reduction in recognizing warning signs of abusive behavior, ways to avoid potential attacks, and individuals’ rights and options. The training includes procedures individuals should follow if sexual assault, dating violence, domestic violence, or stalking occurs and procedures the institution will follow when one of these behaviors is reported. This includes, but is not limited to, the importance of preserving evidence; options for notifying law enforcement and campus

authorities; procedures for institutional disciplinary action and conduct proceedings; possible sanctions following a proceeding; on-campus and community resources (existing counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services); rights and options for obtaining lawful orders; options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or supportive measures; how the institution will protect the confidentiality of victims and other necessary parties; and protection from retaliation.

Primary prevention and awareness programs offered by the university include the following:

- Consent Cupcakes
- SHARP Training
- Denim Day
- CRASE (Civilian Response to Active Shooter Event)
- One Thing Pledge
- Aware In her Shoes
- Bystander Bingo

Specifically, the University offered the following **primary prevention and awareness programs** for all **incoming students** in 2025:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Sexual Assault Prevention Training		Online	Sexual Assault/ Sexual Harassment
Drug and Alcohol Awareness	2/23/25	Tabling Event in lobby of Founders Hall	Drug & Alcohol Abuse
Alcohol Awareness	4/6/25	Tabling Event in lobby of Founders Hall	Drug & Alcohol Abuse
Civilian Response to Active Shooter Training (CRASE)	3/11/25	Bernie Beck	

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

* Sexual Assault Prevention Training is required for each student to complete once they begin their time at the university.

The University offered the following **primary prevention and awareness programs** for all **new employees** in 2025:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Creating a Discrimination- Free Workplace		Online	Sexual Harassment/ Discrimination/

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

* "Creating a Discrimination- Free Workplace" is due for all new employees two weeks after being hired.

Ongoing Prevention and Awareness Campaigns

The university engages in ongoing prevention and awareness campaigns that are directed at students and employees. The ongoing campaigns are defined as programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking using a range of strategies with audiences throughout the institution. The same information included in the institution's primary prevention and awareness programs is incorporated into ongoing prevention and awareness campaigns. Various departments on campus support ongoing campaigns for students and employees as described below.

Ongoing prevention and awareness campaigns offered by the university include the following:

Institutional Compliance Office provides Green Dot Bystander Intervention training that

addresses the dynamics and frequency of sexual assault; safety against and prevention of sexual assault, dating violence, domestic violence, and stalking; recognizing signs of unhealthy relationships; and active bystander intervention. Through Green Dot training, participants learn how to use the 3 D's (direct, delegate, and distract) to intervene in any acts of power-based personal violence they may witness. ICO furthers prevention of power-based interpersonal violence at the university by offering Green Dot and other education and training on the topics of bystander intervention, consensual language, healthy relationships, and responding to and assisting survivors of sexual assault. These programs occur throughout the year and are available upon request. Presentations are provided for classes, student organization meetings, orientations, and other events.

During April's Sexual Assault Prevention & Awareness Month, ICO offers programming throughout the month to end all forms of sexual harassment, assault and abuse.

The Department of Student Affairs provides an online Concerning Behavior Response Guide, for new faculty and staff to assist them in responding to individuals who may exhibit behavior that is concerning. The guide includes information about identifying sexual harassment, sexual assault, dating violence, domestic violence, and/or stalking, reporting requirements and procedures, and limits on requests for confidentiality in response to individuals who disclose related incidents. The guide can be found online at <https://www.tamuct.edu/wp-content/uploads/2025/05/folderwebpdfversion.pdf>.

ICO provides Title IX presentations to various A&M – Central Texas student, staff, and faculty groups multiple times per year and upon request. The presentations include an explanation of the federal law and A&M Central Texas's institutional policies, reporting procedures, response, and disciplinary proceedings. ICO also conducts presentations on trauma informed response to campus personnel.

The Division of Human Resources and Payroll offers training for employees regarding fostering respect in a diverse workplace and inclusion that covers information about the employee's and supervisor's role in maintaining a work environment that is free from discrimination and harassment. Participants can review federal equality laws, identify and discuss behaviors that might unknowingly contribute to a disrespectful or hostile environment, and identify ways to be proactive in creating a respectful work environment. Other online courses are offered that provide guidance in following university policies and rules and reporting and addressing complaints.

The Title IX webpage, <https://www.tamuct.edu/compliance/titleix.html>, describes university resources, assistance, educational opportunities, and reporting procedures for campus community members impacted by sexual violence, sexual harassment, and other illegal discrimination. ICO, Student Affairs, and UPD provide information for students, faculty, and staff who wish to report any form of sexual discrimination or harassment. The <https://www.tamuct.edu/wp-content/uploads/2025/05/folderwebpdfversion.pdf> referenced above also includes information on these topics.

The University offered the following **ongoing awareness and prevention programs** for **students** in 2025:

Name of Program			Date Held	Location Held	Which Prohibited Behavior* Covered?
World Trauma Day			10/16/25	Warrior Hall Lobby	Domestic Violence
Consent Cupcakes	2/12/25	Warrior Hall Lobby		Rape/ Sexual Violence	

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following **ongoing awareness and prevention programs** for **employees** in 2025:

Name of Program			Date Held	Location Held	Which Prohibited Behavior* Covered?
World Trauma Day	10/16/25	Warrior Hall Lobby		Domestic Violence	
Consent Cupcakes	2/12/25	Warrior Hall Lobby		Rape/ Sexual Violence	

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Bystander Intervention and Risk Reduction₂₈

How to be an Active Bystander

Everyone has a role in changing community knowledge, attitudes, and behaviors. Change happens as each person can identify risky situations and take action to confront, interrupt, or prevent acts of sexual violence. Bystander intervention programs can help individuals observe a situation and determine an appropriate intervention where someone could use some help. Bystander intervention means just that people take care of others. If you find a friend in a situation that concerns you, consider the following strategies to intervene safely and effectively:

- Create a distraction to interrupt the flow of events.
- Involve others to help you.
- Make an excuse to remove a friend from the situation.
- Point out the unwanted behavior in a safe and respectful manner.
- Call for help, if needed
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

Sexual assault is never a victim's fault. However, there are ways that may reduce the risk of being sexually assaulted including being prepared, alert, and assertive. Consider the following tips:

- Be aware of your surroundings
- Practice responsible drinking; alcohol is a factor in many sexual assaults
- Never leave your drink unattended
- Don't accept drinks from someone you don't know or trust
- Stay with your friends and make sure your friends stay with you
- Be careful of online relationships
- Trust your instincts
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.

- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged and that you have cab money.
- Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
- **Walk with purpose**. Even if you don't know where you are going, act like you do.
- **Watch out for your friends, and vice versa**. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.)**. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - **Remember that being in this situation is not your fault**. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - **Be true to yourself**. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - **Lie**. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
- **Try to think of an escape route**. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- **If you and/or the other person have been drinking**, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

28 For the purposes of this section bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

We are reminded to think about relationships, specifically relationships that may be, or become abusive. Be aware of the signs:

- Is one of the partners verbally and emotionally abusive
- Is one of the partners isolating the other from friends and family?
- Is one of the partners controlling, intimidating or always jealous?
- Is there a threat of harm?

Hazing

In accordance with federal law, *Texas A&M University System Policy 07.01 Ethics*, and the *A&M – Central Texas Student Conduct Code*, A&M–Central Texas prohibits students, employees, officers, contractors and volunteers from engaging, or attempting to engage in hazing, organization-related intimidation and/or abuse, and related retaliation.

The University utilizes the Federal Stop Campus Hazing Act standard that defines Hazing as:

1. any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—
 - is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –
 1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity.
 2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
 3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
 4. causing, coercing, or otherwise inducing another person to perform sexual acts.
 5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
 6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 7. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
2. Hazing also involves any other activity not addressed by (1) of this definition that is expected of someone joining or participating in a student organization that humiliates, degrades, abuses, or endangers them, regardless of a person’s willingness to participate.

For purposes of the University’s Hazing policy, the phrase “student organization” means “an organization at Texas A&M Central Texas University (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the University.” While student organizations that are not recognized or established by the University are not subject to the University’s disciplinary jurisdiction, individuals who engage in violations of the standards of conduct

outlined in the University's Hazing policy will be held accountable regardless of whether the student organization in which the Hazing activities occurred is recognized or established by the institution.

Any student organization recognized or established by the University that is found to be responsible for violating the University's Hazing policy will be recorded in the Campus Hazing Transparency Report. However, all reports of hazing involving student organizations that occur in the University's Clery Geography will be included in the crime statistics regardless of whether the organization is established or recognized by the institution.

The University reserves the right to hold a sub-group of an organization accountable for Hazing policy violations, rather than the entire student organization, when circumstances reasonably indicate a sub-group, not the entire student organization, committed a Hazing policy violation. For example, affinity groups or position groups within an athletic team that meet the definition of student organization may be held accountable for Hazing in lieu of the entire athletic team.

The following statements of policy address hazing, organization-related intimidation and/or abuse, and related retaliation. The policies apply whether the conduct occurs on or off campus₃₀ and when it is reported to the university.

Procedures of Reporting Hazing

The prevention of hazing is the responsibility of every member of the university community. Students and employees with firsthand knowledge of hazing are required to report misconduct to the appropriate official at the institution or to a peace officer/law enforcement agency in accordance with *System Policy Texas A&M University System Policy 07.01 Ethics* and Texas state law. Complaints should be submitted as soon as possible after the event takes place. Failure to report is a violation of policy and Texas state law.

Any individual who experiences or witnesses Hazing is strongly encouraged to report the incident immediately. Any incident involving an in-progress crime or emergency should be reported immediately to the local law enforcement agency with jurisdiction by dialing 911.

Reports can be made in person, by phone, or by email. Reports of hazing misconduct involving students should be made to the A&M-Central Texas Student Conduct Office:

- Student Conduct Incident Reports may be entered online at: Reporting for Student Conduct violations and from the following webpage: <https://www.tamuct.edu/student-affairs/stop-hazing>
- Information collected via this reporting system will be treated as confidential and is protected under the Family Educational Rights and Privacy Act of 1974.
- Call (254) 501-5909
- Email studentaffairs@tamuct.edu
- Visit the Student Conduct Office at Warrior Hall, 1st floor, Suite 105

Hazing complaints often involves student behavior, however, individuals may submit a complaint against an employee for an alleged violation of university policy including policy hazing. Such

hazing complaints will be referred to Student Conduct Office in the following offices with jurisdiction of employees. This office may also be contacted directly.

- Human Resources Office 254)519-8610
- Email hr@tamuct.edu
- Human Resources Office at Warrior Hall, 4th floor, Suite 424

³⁰ The university may take action in situations occurring off university premises involving student misconduct demonstrating flagrant disregard for any person or persons; or when a student's or student organization's behavior is judged to threaten the health, safety, and/or property of any individual or group; and/or when a student's sexual harassment of a member of the university community occurring off campus creates a hostile environment on campus. Using the Dean of Students' discretion, the Dean of Students or designee shall decide whether the Student Code of Conduct shall be applied to conduct occurring off campus, on a case-by-case basis. This student Code of Conduct applies at all locations of the university, except those campuses who write their own student code of conduct.

Individuals subjected to hazing have the option to pursue criminal charges by notifying UPD at (254) 501-5804, 7807 West Campus Drive, Marc Nigliazzo CORE Building, upd@tamuct.edu or the local police agency in the jurisdiction where the hazing behavior occurred. Mandatory reporters may also report to UPD.

Hazing Standards for Student Respondents

According to Student Code of Conduct 6.4.11 institutional definitions of Hazing means any intentional, knowing, or reckless act occurring on or off any A&M-Central Texas campus, by one person alone or acting with others, directed against an individual for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization³¹; or as part of any activity of a recognized student organization, student group that meets the criteria of hazing. Hazing is considered prohibited conduct according to Student Code of Conduct 6.4.11 and includes:

- Misuse of authority by virtue of one's class rank or leadership position.
- Striking another student by hand or with any instrument.
- Engaging in conduct which tends to bring the reputation of the organization, or University into disrepute for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization, or as any part of any activity of a recognized student organization or student group.
- Any form of physical bondage of a student.
- Taking one or more students to an outlying area and dropping them off.
- Causing a student to violate the law or a university rule such as indecent exposure, trespassing, violation of visitation, etc.

A student may also be held responsible for organization-related intimidation and/or abuse that does not rise to the level of hazing but is considered prohibited conduct according to Student Code of Conduct 6.4.1 Abuse of the Campus Conduct System. Abuse includes, but is not limited to, the following:

- Attempting to influence the impartiality of a member of the student conduct panel, staff associated with the conduct process, a witness, complainant/victim, or respondent prior to, throughout, or after a student conduct proceeding.

- Influencing or attempting to influence another person to commit an abuse of the campus conduct system. • Intentionally initiating or causing to be initiated any false report.
- Attempting to discourage an individual's proper participation in, or use of, a student conduct, disciplinary, or legal process.
- Verbal or physical intimidation, and/or retaliation of any party to the student conduct proceeding prior to, during, and/or afterward.
- Committing a violation of university rules while serving on a conduct probation, conduct review, or deferred suspension status or failing to meet deadlines imposed in accordance with university rules.
- Failure to abide by the terms of university administered sanctions.

³¹ The term organization mean any number of people who meet any single or combination of the following criteria: belongs to a group whose members are primarily A&M-Central Texas students including but not limited to academic, recreational, religious performance, political, and social or similar groups, and/or have complied with the formal requirements for university recognition, and/or are advised by a university official whose position description designates them as an advisor and/or are advised by a university official who has volunteered as an advisor, and/or live in close proximity to, for example, residence hall floors or wings, and/or are otherwise considered by the institution to be an organization.

A student is responsible for the prohibited conduct described above, including hazing, and organization-related intimidation and/or abuse, if the student:

- Engages in the prohibited conduct.
- Solicits encourages, directs, aids, or attempts to aid another in engaging in prohibited conduct.
- Recklessly permits prohibited conduct to occur; or
- Has firsthand knowledge of the planning of a specific incident of prohibited conduct involving a student or has firsthand knowledge that a specific incident of prohibited conduct has occurred and knowingly fails to report knowledge to the Dean of Students or other appropriate official of the institution, a peace officer, or a law enforcement agency.

Hazing and organization-related intimidation and/or abuse are categorized based on conduct and potential resulting in harm. It is not a defense that the person (or group), against whom the misconduct was directed, consented, or acquiesced to the behavior in question. Previously practiced "traditions" (including fraternity/sorority, or any other group or organization activity, practice, or tradition) or coercion by current or former members or student leaders of the involved organizations will not suffice as a justifiable reason for participation in hazing or organization-related intimidation and/or abuse.

"Coercion" means a threat, however communicated, to commit a violation of a criminal law or university rule that implicates a criminal law; inflict bodily injury in the future on the person threatened or another; accuse a person of any criminal offense or violation of university rule, expose a person to hatred, contempt, or ridicule; harm the credit or professional repute of any person; or take or withhold action as a public servant, or to cause a public servant to take or withhold action.

Students who meet the following will not be charged with a violation of the hazing misconduct rule:

- Students who are recipients and/or victims of hazing (and who have not perpetrated hazing behavior on others involved in the fact pattern for which they are reporting) and

- Students who report the activities to the Student Conduct Office, University Police Department, peace officer, or other law enforcement agency will not be charged with violation of the hazing rule.

Administrative Procedures, Investigations, and Adjudication for Hazing Allegations Against Students

Individuals may bring a complaint against a student for alleged violations of the Student Code of Conduct. Any complaint should be submitted as soon as possible after the event takes place. Such complaints should be submitted to Student Conduct Office through a Reporting form for Student Conduct violations, by calling (254) 501-5909 or emailing studentaffairs@tamuct.edu.

Student Conduct Office receives the complaint and reviews it for alleged student rule violations according to the Student Code of Conduct. An investigation may be initiated to determine if the complaint has merit. The Student Conduct Office investigation process includes party notification, interviews /fact gathering, and drafting an investigation report as documented here: <https://www.tamuct.edu/wp-content/uploads/2025/05/OSC-Flow-Chart.pdf>.

Investigations may result in charges, a form of alternative dispute resolution, or dismissal of complaint. This decision is made at the sole discretion of the Dean of Students or designee.

If the Student Conduct Office determines the behavior described in the report does not rise to the level of a possible rule violation, they may choose to take no action or to hold a meeting with the student to help the student reflect on the reported incident, to provide information about the student rules, and/or to connect the student to any resources that might be helpful. If the Student Conduct Office determines one or more rule violations may have occurred, a charge letter is issued to the student. The charge letter contains information about the possible outcome(s) for the violation(s) noted in the letter.

Possible outcomes students will be provided with two avenues for resolving allegations of misconduct: Formal Student Conduct Conference and Administrative Disposition. Students can accept or not accept responsibility for the alleged student rule violation(s) in the charge letter.

In response to the report, the Dean of Students, or designee, may impose an interim administrative action on a respondent prior to the resolution when a threat of imminent harm to persons or property exists, and/or there is potential for significant disruption to the community that exists during the course of investigation. If the respondent is an employee, the applicable University official(s) may impose interim administrative action consistent with the policies and procedures applicable to the employee.

Interim action is not a sanction. It is taken in an effort to protect the safety and well-being of individuals and the University community. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the matter. The respondent may challenge the interim action in writing to the next level of conduct authority within five (5) days of the imposition of the interim action. The interim action will be in effect during the challenge.

In all investigations and in any hearing or proceeding, a presumption will exist that a respondent is not responsible for the allegation(s) until a determination is made at the conclusion of an adjudicatory process. The standard level of proof for all alleged violations of the Code of Student

Conduct shall be “Preponderance of the Evidence.” Preponderance of the evidence shall refer to that which is “more likely than not” to be true, based on the totality of the available evidence.

Students shall have the right to have an advisor or support person present at all meetings, conferences, hearings, etc. in the student conduct process.

Formal Student Conduct Conference: All formal student conduct conferences shall be conducted by the Student Conduct Panel and are typically reserved for situations in which the accused student disputes the facts upon which the allegations of misconduct are based, or the accused student does not waive a formal conference.

Administrative Disposition: Administrative Disposition Student Conduct Conferences are conducted by a Student Conduct Administrator within the Student Conduct Office and shall be the default student conduct conference unless a formal conference is requested by the accused student.

Outcomes are typically communicated at the end of the conference. If the student is found responsible for one or more violations, sanctions are assigned by the Student Conduct Office or panel member. The Student Conduct Office also issues an official outcome letter that includes findings, rationale, assigned sanctions, and a link to the appeal request form.

Appeals must be submitted to the Student Conduct Office within five (5) days of the date of the outcome letter. Students requesting an appeal must confine their appeal to the following grounds:

- a procedural irregularity that affected the outcome.
- New evidence that was not reasonably available at the time determination regarding responsibility or dismissal was made that could affect the outcome. The new evidence must be provided at the time of appeal.
- The appropriateness or severity of the sanctions.

Only students found responsible for violating university rules shall receive a sanction. One and/or any combination of sanctions may be imposed for any single student conduct violation. Sanctions that may be imposed against students for any single student conduct code violation include expulsion, suspension, conduct probation, educational requirements, community/university service, restitution, campus restrictions, letter of enrollment block, letter of reprimand and are defined in Student Rule 9.

Actions of recognized student organizations are also subject to review. Failure to abide by the university student rules may result in organizational disciplinary hearings by Student Conduct Office. Student Conduct Office communicates with the Student and Civic Engagement Office or their designees regarding the process and timing of the investigation and possible organizational conduct action. Organizational sanctions may range from a warning through revocation of recognition privileges. Student organization disciplinary procedures are outlined in the Student Organization Handbook.

Criminal Penalties for Hazing

Student conduct constituting hazing or failure to report hazing may be a violation of Texas state law. Under the Texas Education Code, penalties for hazing include Class B misdemeanor for failure to

report hazing or for hazing that does not result in serious bodily injury; Class A misdemeanor for hazing that results in serious bodily injury; State jail felony for hazing that results in a death.

Information Regarding Applicable Local, State, and Tribal Laws on Hazing

In addition to the University's Hazing policy, members of the campus community should be aware of applicable jurisdictional laws pertaining to Hazing.

There are no applicable local laws relating to Hazing in the University's jurisdiction.

State Laws

State Definitions of Hazing

Student must adhere to all local, state, and federal laws and regulations including hazing defined by Texas state law in the *Texas Education Code Subchapter F. Hazing, Sections 37.151 – 37.157*:

Sec. 37.151. DEFINITIONS. In this subchapter:

- (1) "Educational institution" includes a public or private high school.
- (2) "Pledge" means any person who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in an organization.
- (3) "Pledging" means any action or activity related to becoming a member of an organization.
- (4) "Student" means any person who:
 - (A) is registered in or in attendance at an educational institution.
 - (B) has been accepted for admission at the educational institution where the hazing incident occurs; or
 - (C) intends to attend an educational institution during any of its regular sessions after a period of scheduled vacation.
- (5) "Organization" means a fraternity, sorority, association, corporation, order, society, corps, club, or student government, a band or musical group or an academic, athletic, cheerleading, or dance team, including any group or team that participates in National Collegiate Athletic Association competition, or a service, social, or similar group, whose members are primarily students.
- (6) "Hazing" means any intentional, knowing, or reckless act occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization if the act:
 - is any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.

- involves sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- involves consumption of food, liquid, alcoholic beverage, liquor, drug, or other substance, other than as described paragraph (E), that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of Penal Code; or
- involves coercing, as defined by *Section 1.07*, penal code, the student to consume.
 - (i) a drug; or
 - (ii) an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the student is intoxicated, as defined by *section 49.01, Penal Code*

Sec. 37.152 Personal Hazing Offense (a) A person commits an offense if the person:

- (1) engages in hazing.
- (2) solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing.
- (3) recklessly permits hazing to occur; or
- (4) has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution or has firsthand knowledge that a specific hazing incident has occurred and
- (5) knowingly fails to report that knowledge to the dean of students or other appropriate official of the institution, a peace officer, or a law enforcement agency.

(b) The offense of failing to report is a Class B misdemeanor.

(c) Any other offense under this section that does not cause serious bodily injury to another is a Class B misdemeanor.

(d) Any other offense under this section that causes serious bodily injury to another is a Class A misdemeanor.

(e) Any other offense under this section that causes the death of another is a state jail felony.

(f) except if an offense causes the death of a student, in sentencing a person convicted of an offense under this section, the court may require the person to perform community service, subject to the same conditions imposed on a person placed on community supervision under *Chapter 42 Art. 42.036, Code of Criminal Procedures*, for an appropriate period of time in lieu of confinement in county jail or in lieu of a part of the time the person is sentenced to confinement in county jail.

Sec. 37.153. ORGANIZATION HAZING OFFENSE. (a) An organization commits an offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing.

(b) An offense under this section is a misdemeanor punishable by:

- (1) a fine of not less than \$5,000 nor more than \$10,000; or

(2) if the court finds that the offense caused personal injury, property damage, or other loss, a fine of not less than \$5,000 nor more than double the amount lost or expenses incurred because of the injury, damage, or loss.

Sec. 37.154. CONSENT NOT A DEFENSE. It is not a defense to prosecution of an offense under this subchapter that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Sec. 37.155. IMMUNITY FROM PROSECUTION OR CIVIL LIABILITY AVAILABLE. (a) In the prosecution of an offense under this subchapter, the court may grant immunity from prosecution for the offense to each person who is subpoenaed to testify for the prosecution and who does testify for the prosecution.

(b) Any person, including an entity organized to support an organization, who voluntarily reports a specific hazing incident involving a student in an educational institution to the dean of students or other appropriate official of the institution, a peace officer, or a law enforcement agency is immune from civil or criminal liability that might otherwise be incurred or imposed as a result of the reported hazing incident if the person:

(1) reports the incident before being contacted by the institution or a law enforcement agency concerning the incident or otherwise being included in the institutions or a law enforcement agency's investigation of the incident; and

(2) cooperates in good faith throughout:

(A) any institutional process regarding the incident, as determined by the dean of students or other appropriate official of the institution designated by the institution; or

(B) any law enforcement agency's investigation regarding the incident, as determined by the chief or other appropriate official of the law enforcement agency designated by the law enforcement agency.

(c) Immunity under Subsection (b) extends to participation in any judicial proceeding resulting from the report.

(d) A person is not immune under Subsection (b) if the person:

(1) reports the person's own act of hazing; or

(2) reports an incident of hazing in bad faith or with malice.

Sec. 37.156. OFFENSES IN ADDITION TO OTHER PENAL PROVISIONS. This subchapter does not affect or repeal any penal law of this state. This subchapter does not limit or affect the right of an educational institution to enforce its own penalties against hazing.

Sec. 37.157. REPORTING BY MEDICAL AUTHORITIES. A doctor or other medical practitioner who treats a student who may have been subjected to hazing activities:

(1) may report the suspected hazing activities to police or other law enforcement officials; and

(2) is immune from civil or other liability that might otherwise be imposed or incurred as a result of the report, unless the report is made in bad faith or with malice.

Tribal Laws

There are no applicable Tribal laws relating to Hazing in the University's jurisdiction.

Local Laws

There are no applicable Local Laws relating to Hazing in the University's jurisdiction.

Hazing Standards for Employee Respondents

State Definitions of Hazing

In accordance with *Texas A&M System Policy 07.01*, System employees must adhere to all local, state, and federal laws and regulations including hazing defined by Texas state law in the *Texas Education Code Subchapter F. Hazing Sections 37.151 – 37.157*. See “State Definitions of Hazing” in previous section.

Administrative Procedures, Investigation, and Adjudication for Hazing, Allegations Against Employees

Human Resources will investigate hazing allegations against faculty employees in accordance with *A&M-Central Texas 12.01.99.D1 Academic Freedom and Responsibility* and *A&M-Central Texas 12.01.01.D1 Institutional Rules for Implementing Tenure and Promotion*.

Human Resources will also investigate hazing allegations against staff employees in accordance with *A&M-Central Texas 32.01.02.D1.01 Complaint and Appeal Process of Non-faculty Employees*.

Upon violation of local, state, or federal laws and regulations, System employees are subject to disciplinary action up to, and including, dismissal by their supervisor, Department Head, or Dean as appropriate and in accordance with applicable policies.

Federal Definitions of Hazing

The Stop Campus Hazing Act (SCHA) was enacted on December 23, 2024, and amended the Clery Act to promote hazing prevention efforts and transparency of hazing incidents on university and college campuses. This federal statute defines hazing as:

“any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation in an athletic team), of physical or psychological injury.”

Federal legislation further defines a student organization as “an organization at an institution of higher education (such as a club, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

Criminal Penalties for Hazing

Employee conduct constituting hazing, or failure to report hazing may be a violation of Texas state law. Under the Texas Education Code, penalties for hazing include Class B misdemeanor for failure to report hazing or for hazing that does not result in serious bodily injury; Class A misdemeanor for hazing that results in serious bodily injury; State jail felony for hazing that results in a death.

Other Considerations

Retaliation

Any retaliatory action taken against a student or employee for filing a complaint or participating in these procedures is strictly prohibited.

Campus Hazing Transparency Report

As required by Texas State statute and the Stop Campus Hazing Act, the University publishes a Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the University that have been found responsible for violating the University’s Hazing policy. The Transparency Report will be updated to include new findings of organizational responsibility no less than twice annually following a final determination that a student organization has violated the University’s Hazing policy. The first Transparency Report will be published by December 23, 2025, unless no organizations have been found responsible for Hazing at that time, as the University is not required to publish a Transparency Report until a student organization has been found responsible for violating the University’s Hazing policy on or after July 1, 2025.

Each entry published in the Transparency Report will include, at a minimum, the following information:

- the student organization.
- a general description of the violation that resulted in the finding of responsibility.
- whether the violation involved the abuse or illegal use of alcohol or drugs.
- the findings of the institution (i.e., the rationale for finding the organization responsible for Hazing).
- any sanctions placed on the student organization; and
- the dates on which—
 - the incident was alleged to have occurred,
 - the investigation into the incident was initiated,
 - the investigation ended with a finding that a Hazing violation occurred, and
 - the student organization was provided notice that the incident resulted in a Hazing violation.

The Transparency Report can be found at: <https://www.tamuct.edu/student-affairs/stop-hazing/>. On this page, the University also publishes additional information, including:

- A statement notifying the public of the availability of Hazing statistics that are published in the Annual Security Report.
- Information about the institution's policies relating to Hazing; and
- Information on applicable local, State, and Tribal laws regarding Hazing.

Hazing Prevention and Awareness Programs

The University provides Hazing prevention and awareness programs that are informed by research, campus-wide in scope, and designed to reach all students, staff, and faculty. Programs address various topics, including:

- the University's definition of Hazing includes a clear statement that the University prohibits Hazing.
- the definition of Student Organization, as it applies to the University's Hazing policy.
- how to report Hazing.
- the process the University will use to investigate reports of Hazing.
- information on applicable local, State, and Tribal laws regarding Hazing; and
- primary prevention strategies intended to stop Hazing before it occurs,

These programs are part of the University's comprehensive strategy to prevent incidents of Hazing before they occur. These programs also raise awareness about the University's Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the University that have been found responsible for violating the University's Hazing policy.

Specifically, the University provides Hazing prevention and awareness programs to students by addressing Hazing prevention within new student orientation programs as well as mandatory annual student organization training required for student clubs to maintain institutional recognition.

Additionally, the University provides Hazing prevention and awareness programs to employees by including Hazing prevention for advisors of student clubs & organizations as well as educational programming.

Victim Notification

In accordance with the Higher Education Opportunity Act, upon written request, A&M–Central Texas will disclose to the alleged victim of any crime of violence, or non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense with respect to such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this paragraph.

Institutions are required to provide both the complainant and the respondent with simultaneous written notification of any result of any institutional conduct proceeding that

arises from an allegation of dating violence, domestic violence, sexual assault, or stalking. In these cases, it is not necessary for the victim to make a written request.

Sex Offender Registry

Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) provides for the tracking of registered sex offenders and instructs states to post sex offender data on the internet.

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

The Texas Department of Public Safety (DPS) is the official Texas internet source for Sex Offender Registration information. The Sex Offender Registration open record information is extracted from the DPS Sex Offender Registration Database. The DPS maintains files based on registration information submitted by criminal justice agencies and represents a statewide source of information on sex offenders required to register by law. The DPS Texas Public Sex Offender Registry website is found at:
<https://publicsite.dps.texas.gov/SexOffenderRegistry>.

UPD receives notification of registered sex offenders that are currently employed, work, teach, volunteer, or attend classes on the main campus of Texas A&M University. The completeness of this information is contingent on the timely notification by the registered sex offender as well as the agencies reporting to the Department of Public Safety.

Additional resources for gathering sex offender and sex crime data in the area:

Bell County Sheriff's Office – 254-933-5412

Killeen Police Department – 254-501-8830

Definitions of Clery Act Offenses

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through negligence.

Sexual Assault: An offence that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National

Incident-Based Reporting System User Manual from the FBI UCR Program, A sex offense is any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent. (See consent section below).

Rape: (The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without consent of the victim. This offense includes the rape of both males and females.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Consent:

Texas A&M University System Regulation [System Regulation 08.01.01, Civil Rights Compliance](#) provides guidance in complying with local, state, and federal civil rights laws and regulations (laws) and related system policy. This regulation establishes systemwide standards for the receipt and processing of reports, complaints, formal complaints, investigations, adjudication, appeals, and use of informal resolution in cases involving allegations of discrimination, harassment and/or related retaliation based on protected class (discrimination), including complaints made by employees, students, and/or third parties.

According to [System Regulation 08.01.01, Civil Rights Compliance](#), consent is clear, voluntary, and ongoing agreement to engage in a specific sexual act. Persons need not verbalize their consent to engage in a sexual act for permission. Permission to engage in a sexual act may be indicated through physical actions rather than words. A person who is asleep or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or whose agreement was made by threat, coercion, or force, cannot give consent. Consent may be revoked by any party at any time.

Texas Penal Code

According to the ***Texas Penal Code, Sec. 1.02 Objectives of Code***, the general purposes of this code are to establish a system of prohibitions, penalties, and

correctional measures to deal with conduct that unjustifiably and inexcusably causes or threatens harm to those individual or public interests for which state protection is appropriate.

Consent is defined in the ***Texas Penal Code, Section 1.07(11)*** as assent in fact, whether express or apparent. Without consent is also defined in the ***Texas Penal Code, Section 22.011(b)*** within the definition of sexual assault (see below).

Sexual Assault is defined in the ***Texas Penal Code; Section 22.011*** as follows.

(a) A person commits an offense if:

(1) the person intentionally or knowingly:

- A. causes the penetration of the anus or sexual organ of another person by any means, without that person's consent.
- B. causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or
- C. causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or

(2) regardless of whether the person knows the age of the child at the time of the offense, the person intentionally or knowingly:

- a. causes the penetration of the anus or sexual organ of a child by any means.
- b. causes the penetration of the mouth of a child by the sexual organ of the actor.
- c. causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor.
- d. causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or
- e. causes the mouth of a child to contact the anus or sexual organ of another person, including the actor.

(b) A sexual assault under Subsection (a)(1) is without the consent of the other person if:

- (1) the actor compels the other person to submit or participate by the use of physical force, violence, or coercion.
- (2) the actor compels the other person to submit or participate by threatening to use force or violence against the other person or to cause harm to the other person, and the other person believes that the actor has the present ability to execute the threat.
- (3) the other person has not consented, and the actor knows the other person is unconscious or physically unable to resist.
- (4) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it.

- (5) the other person has not consented, and the actor knows the other person is unaware that the sexual assault is occurring.
- (6) the actor knows that the other person is intoxicated or impaired by any substance to the extent that the other person is incapable of consenting.
- (7) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat.
- (8) the actor is a public servant who coerces the other person to submit or participate.
- (9) the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor.
- (10) the actor is a clergyman who causes the other person to submit or participate by exploiting the other person's emotional dependency on the clergyman in the clergyman's professional character as spiritual adviser.
- (11) the actor is an employee of a facility where the other person is a resident, unless the employee and resident are formally or informally married to each other under Chapter 2, Family Code.
- (12) the actor is a health care services provider who, in the course of performing an assisted reproduction procedure on the other person, uses human reproductive material from a donor knowing that the other person has not expressly consented to the use of material from that donor.
- (13) the actor is a coach or tutor who causes the other person to submit or participate by using the actor's power or influence to exploit the other person's dependency on the actor; or
- (14) the actor is a caregiver hired to assist the other person with activities of daily life and causes the other person to submit or participate by exploiting the other person's dependency on the actor.

(c) In this section:

- (1) "Child" means a person younger than 17 years of age.
- (1-a) "consent has the meaning assigned by Section 1.07.
- (2) "Spouse" means a person who is legally married to another.
- (3) "Health care services provider" means:
 - (A) a physician licensed under **Occupations Code, Title 3 Health Professions Subtitle B Physicians.**
 - (B) a chiropractor licensed under **Chapter 201, Occupations Code.**
 - (C) a physical therapist licensed under **Chapter 453, Occupations Code.**
 - (D) a physician assistant licensed under **Chapter 204, Occupations Code.**
 - (E) a registered nurse, a vocational nurse, or an advanced practice nurse licensed under **Chapter 301, Occupations Code;** or
 - (F) a massage therapist licensed under **Chapter 455, Occupations Code.**

(4) "Mental health services provider" means an individual, licensed, or unlicensed, who performs or purports to perform mental health services, including a:

(A) licensed social worker as defined by **Section 505.002, Occupations Code.**

(B) chemical dependency counselor as defined by **Section 504.001, Occupations Code.**

(C) licensed professional counselor as defined by **Section 503.002, Occupations Code.**

(D) licensed marriage and family therapist as defined by **Section 502.002, Occupations Code.**

(E) member of the clergy.

(F) psychologist offering psychological services as defined by **Section 501.003, Occupations Code;** or

(G) special officer for mental health assignment certified under **Section 1701.404, Occupations Code.**

(5) "Employee of a facility" means a person who is an employee of a facility defined by **Section 250.001, Health and Safety Code,** or any other person who provides services for a facility for compensation, including a contract laborer.

(6) "Assisted reproduction" and "donor" have the meanings assigned by **Section 160.102, Family Code.**

(7) "Human reproductive material" means:

(A) a human spermatozoon or ovum; or

(B) a human organism at any stage of development from fertilized ovum to embryo.

(d) It is a defense to prosecution under Subsection (a)(2) that the conduct consisted of medical care for the child and did not include any contact between the anus or sexual organ of the child and the mouth, anus, or sexual organ of the actor or a third party.

(e) It is an affirmative defense to prosecution under Subsection (a)(2):

(1) that the actor was the spouse of the child at the time of the offense; or

(2) that:

(A) the actor was not more than three years older than the victim and at the time of the offense:

(i) was not required under **Chapter 62, Code of Criminal Procedure,** to register for life as a sex offender; or

(ii) was not a person who under **Chapter 62, Code of Criminal Procedure,** had a reportable conviction or adjudication for an offense under this section; and

(B) the victim:

(i) was a child of 14 years of age or older; and

(ii) was not:

(a) a person whom the actor was prohibited from marrying or purporting to marry or with whom the actor was prohibited from living under the appearance of being married under **Section 25.01 Texas Penal Code;** or

(b) a person with whom the actor was prohibited from engaging in sexual intercourse or deviate sexual intercourse under **Section 25.02 Texas Penal Code.**

(f) An offense under this section is a felony of the second degree, except that an offense under this section is:

(1) a felony of the first degree if the victim was:

(A) a person whom the actor was prohibited from marrying or purporting to marry or with whom the actor was prohibited from living under the appearance of being married under **Section 25.01 Texas Penal Code;** or

(B) a person with whom the actor was prohibited from engaging in sexual intercourse or deviate sexual intercourse under **Section 25.02;** or

(2) a state jail felony if the offense is committed under Subsection (a)(1) and the actor has not received express consent as described by Subsection (b) (12).

Indecent Assault is defined in the **Texas Penal Code 22.012** as follows.

(a) A person commits an offense if, without the other person's consent and with the intent to arouse or gratify the sexual desire of any person, the person:

(1) touches the anus, breast, or any part of the genitals of another person.

(2) touches another person with the anus, breast, or any part of the genitals of any person.

(3) exposes or attempts to expose another person's genitals, pubic area, anus, buttocks, or female areola; or

(4) causes another person to contact the blood, seminal fluid, vaginal fluid, saliva, urine, or feces of any person.

Text of subsection as amended by Acts 2025, 89th Leg., R.S., Ch. 596 (H.B. [2593](#)), Sec. 1

(b) An offense under this section is a Class A misdemeanor, except that the offense is:

(1) a state jail felony if it is shown on the trial of the offense that:

(A) the defendant has been previously convicted of an offense under this section, other than an offense punishable under Paragraph (B); or

(B) the defendant is a health care services provider or a mental health services provider and the act is:

(i) committed during the course of providing a treatment or service to the victim; and

(ii) beyond the scope of generally accepted practices for the treatment or service.

(2) a felony of the third degree if it is shown on the trial of the offense that the defendant has been previously convicted of an offense under this section that is punishable under Subdivision (1)(B); or

(3) a felony of the second degree if the victim is a disabled individual or an elderly individual.

Text of subsection as amended by Acts 2025, 89th Leg., R.S., Ch. 1145 (S.B. [1610](#)), Sec. 4

(b) An offense under this section is a Class A misdemeanor, except that the offense is:

(1) a state jail felony if it is shown on the trial of the offense that:

(A) the defendant has been previously convicted of an offense under this section, other than an offense punishable under Paragraph (B); or

(B) the defendant is a health care services provider or a mental health services provider and the act is:

- i. committed during the course of providing a treatment or service to the victim; and
- ii. beyond the scope of generally accepted practices for the treatment or service.

(2) a felony of the third degree if it is shown on the trial of the offense that the defendant has been previously convicted of an offense under this section that is punishable under Subdivision (1) (B); or

(3) a felony of the third degree if the offense is committed by an actor who is committed to a civil commitment facility, against:

(A) a person the actor knows is an officer or employee of the Texas Civil Commitment Office:

- i. while the officer or employee is lawfully discharging an official duty; or
- ii. in retaliation for or on account of an exercise of official power or performance of an official duty by the officer or employee; or

(B) a person the actor knows is contracting with the state to perform a service in a civil commitment facility or an employee of that person:

- i. while the person or employee is engaged in performing a service within the scope of the contract; or
- ii. in retaliation for or on account of the person's or employee's performance of a service within the scope of the contract.

(c) If conduct that constitutes an offense under this section also constitutes an offense under another law, the actor may be prosecuted under this section, the other law, or both.

(d) In this section:

- (1) "Disabled individual" and "elderly individual" have the meanings assigned by Section [22.04](#).
- (2) "Health care services provider" and "mental health services provider" have the meanings assigned by Section [22.011](#).

Aggravated Sexual Assault is defined in the ***Texas Penal Code; Section 22.021*** as follows:

(a) A person commits an offense:

(1) if the person:

(A) intentionally or knowingly:

- (i) causes the penetration of the anus or sexual organ of another person by any means, without that person's consent.
 - (ii) causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or
 - (iii) causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or
- (B) regardless of whether the person knows the age of the child at the time of the offense, intentionally or knowingly:
- (i) causes the penetration of the anus or sexual organ of a child by any means.
 - (ii) causes the penetration of the mouth of a child by the sexual organ of the actor.
 - (iii) causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor.
 - (iv) causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor, or
 - (v) causes the mouth of a child to contact the anus or sexual organ of another person, including the actor; and

(2) if:

(A) the person:

- (i) causes serious bodily injury or attempts to cause the death of the victim or another person in the course of the same criminal episode.
- (ii) by acts or words places the victim in fear that any person will become the victim of an offense under ***Section 20A.02 (a) (3), (4), (7), or (8)*** or that death, serious bodily injury, or kidnapping will be imminently inflicted on any person.
- (iii) by acts or words occurring in the presence of the victim threatens to cause any person to become the victim of an offense under ***Section 20A.02 (a)(3), (4), (7), or (8)*** or to cause the death, serious bodily injury, or kidnapping of any person.
- (iv) uses or exhibits a deadly weapon in the course of the same criminal episode;

- (v) acts in concert with another who engages in conduct described by Subdivision (1) directed toward the same victim and occurring during the course of the same criminal episode; or
 - (vi) with the intent of facilitating the commission of the offense, administers or provides to the victim of the offense any substance capable of impairing the victim's ability to appraise the nature of the act or to resist the act.
 - (B) the victim is younger than 14 years of age, regardless of whether the person knows the age of the victim at the time of the offense; or
 - (C) the victim is an elderly individual or a disabled individual.
- (b) In this section:
- (1) "Child" has the meaning assigned by **Texas Penal Code Chapter 22 Section 22.011(c)**.
 - (2) "Elderly individual" has the meaning assigned by **Texas Penal Code Chapter 22 Section 22.04 (c)**.
 - (3) "Disabled individual" means a person:
 - (A) with one or more of the following:
 - (i) autism spectrum disorder,
 - (ii) developmental disability,
 - (iii) intellectual disability,
 - (iv) severe emotional disturbance,
 - (v) traumatic brain injury
 - (vi) mental illness; or
 - (B) who otherwise by reason of age or physical or mental disease, defect, injury is substantially unable to protect the person's self from harm or to provide food, shelter, or medical care for the person's self.
- (c) An aggravated sexual assault under this section is without the consent of the other person if the aggravated sexual assault occurs under the same circumstances listed in **Section 22.011 (b)**.
- (d) The defense provided by **Section 22.011 (d)** applies to this section.
- (e) An offense under this section is a felony of the first degree.
- (f) The minimum term of imprisonment for an offense under this section is increased to 25 years if:
- (1) the victim of the offense is younger than 10 years of age at the time the offense is committed; or
 - (2) the victim of the offense is younger than 14 years of age at the time the offense is committed, and the actor commits the offense in a manner described by Subsection (a)(2)(A).

Prohibited Sexual Conduct is defined in the **Texas Penal Code; Section 25.02** as follows:

- (a) A person commits an offense if the person engages in sexual intercourse or deviate sexual intercourse with another person the actor knows to be, without regard to legitimacy:
- (1) the actor's ancestor or descendant by blood or adoption.
 - (2) the actor's current or former stepchild or stepparent.
 - (3) the actor's parent's brother or sister of the whole or half-blood.

- (4) the actor's brother or sister of the whole or half blood or by adoption.
- (5) the children of the actor's brother or sister of the whole or half blood or by adoption; or
- (6) the son or daughter of the actor's aunt or uncle of the whole or half blood or by adoption.

(b) For purposes of this section:

- (1) "Deviate sexual intercourse" means any contact between the genitals of one person and the mouth or anus of another person with intent to arouse or gratify the sexual desire of any person.
- (2) "Sexual intercourse" means any penetration of the female sex organ by the male sex organ.

(c) An offense under this section is a felony of the third degree, unless the offense is committed under Subsection (a)(1), in which event the offense is a felony of the second degree.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the following factors: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

- Dating violence does not include acts covered under the definition of domestic violence.
- Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered to be a crime for the purposes of Clery Act reporting.

Dating Violence is defined in the ***Texas Family Code, Section 71.0021*** as follows.

(a) "Dating violence" means an act, other than a defensive measure to protect oneself, by an actor that:

- (1) is committed against a victim or applicant for a protective order:
 - (A) with whom the actor has or has had a dating relationship; or
 - (B) because of the victim's or applicant's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and
- (2) is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim or applicant in fear of imminent physical harm, bodily injury, assault, or sexual assault.

(b) For purposes of this title, "dating relationship" means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of:

- (1) the length of the relationship.
- (2) the nature of the relationship; and
- (3) the frequency and type of interaction between the persons involved in the relationship.

(c) A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a "dating relationship" under Subsection (b).

Domestic Violence: A felony or misdemeanor crime of violence committed.

- by a current or former spouse or intimate partner of the victim.
- a person with whom the victim shares a child in common.
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner.
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered to be a crime for the purposes of Clery Act reporting.

Family Violence is defined by the **Texas Family Code; Section 71.004** as follows.

- (1) an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself; (2) "Abuse", includes the following acts or omissions by a person: **Texas Family Code Sections 261.001(1)(C), (E), (G), (H), (I), (J), (K), and (M)**, by a member of a family or household toward a child of the family or household; or
- (3) dating violence, as that term is defined by **Texas Family Code Section 71.0021**.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

For the purposes of this definition—

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered to be a crime for the purposes of Clery Act reporting.

Stalking is defined in the **Texas Penal Code; Section 42.072** as follows.

(a) A person commits an offense if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that:

- (1) constitutes an offense under **Texas Penal Code Section 42.07** or that the actor knows or reasonably should know the other person will regard as threatening:
 - (A) bodily injury or death for the other person; or
 - (B) that an offense will be committed against:
 - (i) a member of the other person's family or household.
 - (ii) an individual with whom the other person has a dating relationship; or
 - (iii) the other person's property.
- (2) causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship:
 - (A) to be placed in fear of bodily injury or death in fear that an offense will be committed against the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship, or the other person's property; or
 - (B) to feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended, and
- (3) would cause a reasonable person to:
 - (A) fear bodily injury or death for the person.
 - (B) fear that an offense will be committed against a member of the person's family or household or an individual with whom the person has a dating relationship;
 - (C) fear that an offense will be committed against the person's property; or
 - (D) feel harassed, terrified, intimidated, annoyed, alarmed, abused, tormented, embarrassed, or offended.

(b) An offense under this section is a felony of the third degree, except that the offense is a felony of the second degree if the actor has previously been convicted of an offense under this section or of an offense under any of the following laws that contains elements that are substantially similar to the elements of an offense under this section:

- (1) the laws of another state.
- (2) the laws of a federally recognized Indian tribe.

- (3) the laws of a territory of the United States; or
- (4) federal law.
- (c) For purposes of this section, a trier of fact may find that different types of conduct described by Subsection (a), if engaged in on more than one occasion, constitute conduct that is engaged in pursuant to the same scheme or course of conduct.
- (d) In this section:
 - (1) "Dating relationship," "family," "household," and "member of a household" have the meanings assigned by **Chapter 71, Family Code**.
 - (2) "Property" includes a pet, companion animal, or assistance animal, as defined by **Section 121.002, Human Resources Code**.

Sec. 42.07. Harassment.

- (a) A person commits an offense if, with intent to harass, annoy, alarm, abuse, torment, or embarrass another, the person:
 - (1) initiates communication and in the course of the communication makes a comment, request, suggestion, or proposal that is obscene.
 - (2) threatens, in a manner reasonably likely to alarm the person receiving the threat, to inflict bodily injury on the person or to commit a felony against the person, a member of the person's family or household, or the person's property.
 - (3) conveys, in a manner reasonably likely to alarm the person receiving the report, a false report, which is known by the conveyor to be false, that another person has suffered death or serious bodily injury.
 - (4) causes the telephone of another to ring repeatedly or makes repeated telephone communications anonymously or in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another.
 - (5) makes a telephone call and intentionally fails to hang up or disengage the connection.
 - (6) knowingly permits a telephone under the person's control to be used by another to commit an offense under this section.
 - (7) sends repeated electronic communications in a manner reasonably likely to harass, annoy, alarm, abuse, torment, embarrass, or offend another.
 - (8) publishes on an Internet website, including a social media platform, repeated electronic communications in a manner reasonably likely to cause emotional distress, abuse, or torment to another person, unless the communications are made in connection with a matter of public concern; or
 - (9) tracks or monitors the personal property or motor vehicle or another person, without the other person's effective consent, including by:
 - (A) using a tracking application on the person's personal electronic device or using a tracking device; or
 - (B) physically following the other person or causing any person to physically follow the other person; or

(C) makes obscene, intimidating, or threatening telephone calls or other electronic communications from a temporary or disposable telephone number provided by an internet application or other technological means.

(b) In this section:

(1) "Electronic communication" means a transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic, or photo-optical system. The term includes:

(A) a communication initiated through the use of electronic mail, instant message, network call, a cellular or other type of telephone, a computer, a camera, text message, a social media platform or application, an Internet website, any other Internet-based communication tool, or facsimile machine; and

(B) a communication made to a pager.

(2) "Family" and "household" have the meaning assigned by **Chapter 71, Family Code**.

(3) "Obscene" means containing a patently offensive description of or a solicitation to commit an ultimate sex act, including sexual intercourse, masturbation, cunnilingus, fellatio, or anilingus, or a description of an excretory function.

(4) "Utility" has the meaning assigned by Section 22.01(e).

(c) An offense under this section is a Class B misdemeanor, except that the offense is a Class A misdemeanor if:

(1) the actor has previously been convicted under this section; or

(2) the offense was committed under Subsection (a)(7) or (8) and:

(A) the offense was committed against a child under 18 years of age with the intent that the child:

(i) commit suicide; or

(ii) engage in conduct causing serious bodily injury to the child; or

(B) the actor has previously violated a temporary restraining order or permanent injunction issued under **Chapter 129A, Civil Practice and Remedies Code**; or

(3) the offense was committed against a person the actor knows or reasonably should know is an employee or agent of a utility while the person is performing a duty within the scope of that employment or agency.

(d) In this section, "matter of public concern" has the meaning assigned by **Section 27.001, Civil Practice and Remedies Code(7)**.

(e) For purposes of Subsection (a)(9), it is presumed that a person did not give effective consent to the actor's conduct if:

(1) an application for a protective or restraining order against or with respect to the actor has been filed by or on behalf of the person under **Subsection A, Chapter 7B, Code of Criminal Procedures, Article 17.292, Code of Criminal Procedure, Section 6.504, Family Code, or Subtitle B, Title 4, Family Code**, or an order has been issued against or with respect to the actor under one of those provisions; or

(2) the person is married to the actor and a petition for dissolution of marriage has been filed, or the person was previously married to the actor, and the marriage has been dissolved.

Robbery: The taking or attempting to take anything of value under confrontational circumstances from the control, custody, or care of another person by force or threat of force or violence and/or by putting the victim in fear of immediate harm.

Aggravated Assault: An unlawful attack by one person upon another wherein the offender uses a weapon or displays it in a threatening manner, or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. This also includes assault with disease (as in cases when the offender is aware that he/she is infected with a deadly disease and deliberately attempts to inflict the disease by biting, spitting, etc.).

Burglary/Breaking and Entering: The unlawful entry into a building or other structure with the intent to commit a felony or a theft.

Motor Vehicle Theft: The theft of a motor vehicle.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Hate Crime: A criminal offense that is motivated by bias against race, color, religion, national origin, sexual orientation, gender, gender identity, or disability. For Clery Act purposes, hate crimes include any of the following offenses that are motivated by bias: Murder and non-negligent manslaughter, manslaughter by negligence, sexual assault (rape, fondling, incest, statutory rape), robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, or destruction/damage/vandalism of property. The following are the bias categories.

Race: A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks, or African Americans, whites.

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and

the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals (a person who does not conform to the gender-based expectations of society).

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age, or illness.

Additional Hate Crime Definitions:

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Examples are theft of bicycles, motor vehicle parts, and accessories, shoplifting, pocket-picking, or the stealing of any property or article that is not taken by force and violence or by fraud. Attempted larcenies are included. Embezzlement, confidence games, forgery, check fraud, etc., are excluded.

Simple (Other) Assault: Assaults and attempted assaults where no weapon was used; or no serious or aggravated injury resulted to the victim. Stalking, intimidation, coercion, and hazing are included.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property (Except "Arson"): To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any such means as may be specified by local law. Attempts are included.

Arrests and Referrals for Disciplinary Action: Arrest is defined as persons processed by arrest, citation, or summons. Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established, and which may result in the imposition of a sanction. Clery Act statistics are disclosed for arrests and referrals regarding state or local violations of liquor, drug abuse, and weapons laws. Only violations of the law resulting in arrest or referral are disclosed. Violations of institutional policy alone are not included in Clery Act statistics.

Weapons: Carrying, Possessing, etc.: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. Attempts are included. This classification encompasses weapons offenses that are regulatory in nature. Classify as a weapon: carrying, possessing, etc. violation: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed (except as permitted by state law and institutional policy through state law) or openly; using, manufacturing, etc. of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the aforementioned acts.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The following drug categories are specified: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics – manufactured narcotics that can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic

beverages, not including driving under the influence and drunkenness. Federal violations are excluded.

Definitions of Clery Act Locations

On campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls. This also includes any building or property that is within or reasonably contiguous to the geographic area that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or other retail vendor).

On-campus Student Housing Facilities (Residential Facilities): A subset of the "On-campus" category. Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Non-campus: Any building or property owned or controlled by a student organization that is officially recognized by the institution or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Crime Report, Arrest and Referral Statistics

A&M-Central Texas' crime statistics are categorized according to the National Incident-Based Reporting System, an incident-based reporting system used by law enforcement agencies in the United States for collecting and reporting data on crimes. Statistics reflect reports made to campus security authorities as well as University, local and requested police departments and are compiled according to Clery Act guidelines and coordinated by the UPD and Clery Compliance Coordinator.

The Clery Act requires institutions of higher education to include four general categories of crime statistics:

- **Criminal Offenses** – Murder and Non-negligent Manslaughter, Manslaughter by Negligence, Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson.

- **Hate Crimes** – Any of the above-mentioned offenses (except Manslaughter by Negligence), and any incidents of Larceny, Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were motivated by basis.
- **Violence Against Women Act Offenses** – Any incidents of Domestic Violence, Dating Violence and Stalking. (Note that Sexual Assault is also a VAWA offense but is included in the Criminal Offenses.).
- **Arrests and Referrals for Disciplinary Action** for Weapons (carrying, possession, etc.) Law Violations, Drug Abuse Violations and Liquor Law Violations.

PRIMARY CRIMES	YEAR	ON-CAMPUS	NON-CAMPUS	PUBLIC PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES*
Murder / Non-negligent Manslaughter	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Manslaughter by Negligence	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Rape	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Fondling	2023	1	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Incest	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Statutory Rape	2023	0	0	0	n/a
	2024	0	0	0	n/a

	2025	0	0	0	n/a
Aggravated Assault	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Burglary	2023	1	0	0	n/a
	2024	3	0	0	n/a
	2025	0	0	0	n/a
Motor Vehicle Theft	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Arson	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a

ARRESTS AND REFERRALS	YEAR	ON-CAMPUS	NON-CAMPUS	PUBLIC PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES*
Liquor Law Violation Arrests	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Drug Law Violation Arrests	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Weapons Law Violation Arrests	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Liquor Law Violation Referrals	2023	0	0	0	n/a
	2024	0	0	0	n/a

for Disciplinary Action	2025	0	0	0	n/a
Drug Law Violation Referrals for Disciplinary Action	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Weapons Law Violation Referrals for Disciplinary Action	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a

VAWA OFFENSES	YEAR	ON-CAMPUS	NON-CAMPUS	PUBLIC PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES*
Domestic Violence	2023	0	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Dating Violence	2023	1	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a
Stalking	2023	2	0	0	n/a
	2024	0	0	0	n/a
	2025	0	0	0	n/a

HAZING	YEAR	ON-CAMPUS	NON-CAMPUS	PUBLIC PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES*
Hazing**	2023	n/a	n/a	n/a	n/a
	2024	n/a	n/a	n/a	n/a
	2025	0	0	0	n/a

*On-Campus Student Housing Facility crime statistics are a subset of the On-Campus category, i.e., they are counted in both categories. *TAMCT does not have any residential facilities for student housing.

** In accordance with the Stop Campus Hazing Act, institutions are required to report Hazing statistics beginning with the 2025 calendar year. Because the requirement to collect and disclose Hazing statistics took effect on January 1, 2025, "N/A" will be used in place of statistics for any prior years referenced in this report.

Hate Crimes

According to Texas law, a hate crime is any criminal offense committed against a person or property that is motivated, in whole or in part, by the offender's bias against race, gender, ethnicity, religion, national origin, disability, gender identity or sexual orientation.

- **2023** – no hate crimes
- **2024** – One on-campus disorderly conduct incident characterized by religious bias
- **2025** – no hate crimes

Unfounded Crimes

If a crime is reported as occurring On-Campus, in On-Campus Student Housing Facilities, in or on Noncampus buildings or property, or on Public Property, and the reported crime is investigated by sworn or commissioned law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded."

Institutions must report the total number of criminal offenses; hate crimes; and domestic violence, dating violence, or stalking incidents that have been unfounded.

- **2023** – 2 unfounded crimes
- **2024** – 0 unfounded crimes
- **2025** – 0 unfounded crimes

No classes have been conducted at the Gatesville prisons, Ft. Hood campus, or RELLIS since 2020. No classes have been conducted at Parrie Haynes since 2022.

Crime Prevention and Security Awareness Programs

It is important for all of us to understand our role in the reduction of crime. A conceptual aid often employed by crime prevention practitioners is referred to as the Crime Triangle. For any crime to occur three elements must be present: desire, ability, and opportunity.



Members of the university community easily recognize that there is little that can be done to control the criminal's ability and desire. The university community's greatest strength is in the prevention of crime; it is our initiative to reduce or eliminate the opportunity for a crime to occur. It is the intent of the Texas A&M Central Texas to inform students of good crime prevention and security awareness practices. A primary goal of UPD is the prevention of crime before it occurs. Because UPD officers cannot be everywhere all the time, they need the help of all members of the university community to take an active role in their personal safety and property protection. Crime prevention is important to the campus community, and you can help by reporting any crime or suspected crime immediately to UPD. By doing so, you may be preventing someone else from becoming a victim of a more serious crime.

UPD offers a variety of services to our community members. The programs are designed to encourage students and employees to be responsible for their security and other's security.

- UPD Escort
- Motorist Assistance
- CRASE (Civilian Response to Active Shooter Events)
- SHARP (Sexual Harassment and Rape Prevention)

During the 2025-2026 academic year, Texas A&M Central Texas offered approximately 7 crime prevention and security awareness programs. Topics such as personal safety, drug and alcohol abuse awareness and sexual assault prevention are some examples of programs offered during the prior academic year.

All crime prevention and security awareness programs encourage students and employees are encouraged to be responsible for their own security and the security of others. Participants in these programs are asked to be alert, security-conscious and involved and advised calling UPD to report suspicious behavior. For additional questions regarding crime prevention, contact the department directly on (254) 501-5802.

As part of the department's community-oriented policing philosophy, UPD offers crime prevention presentations each semester to classrooms, campus clubs and student groups as requested. Topics of these presentations include Sexual Harassment and Assault Response and Prevention (SHARP) training, Civilian Response to Active Shooter Training (CRASE) and Classroom De-Escalation. These are offered once per semester. Anyone interested in having a UPD Officer speak to his or her classroom or group should contact them at (254)-501-5802.

Important Telephone Numbers:

UPD Emergency Dispatch

911 or (254) 501-5805

UPD Administration

(254) 501-5802

Title IX Manager

(254) 519-5716

Chief Compliance Officer

(254) 519-5763

Student Wellness and Counseling Center

(254) 501-5955

UPD Escort

(254) 501-5805

Student Affairs

(254) 501-5909

Poison Control Center

(800) 222-1222

Domestic Violence Hotline

(800) 799-7233

TTY (800) 787-3224

Text START to 88788

Sex Offender Registration List (Texas)

<https://publicsite.dps.texas.gov/SexOffenderRegistry>

National Suicide Prevention Lifeline

988

Text 988