



Resources, Rights, and Options for Individuals Subjected to Sexual Harassment, Sex-based Misconduct, Sexual Assault, Sexual Exploitation, Sex-based Discrimination, Stalking, Domestic Violence, or Dating Violence

Complainant – An individual allegedly subjected to sexual harassment, sex-based misconduct, sexual exploitation, sexual assault, discrimination based on sex, sex-based discrimination, stalking, domestic or dating violence (“Prohibited Conduct”), whether it occurred on or off-campus. A Complainant has certain resources, rights, and options available. For questions and additional information, contact the Office of Title IX at 254-519-5716 or email titleix@tamuct.edu.

RIGHTS OF A COMPLAINANT

1. You have the right to report any and all incidents of Prohibited Conduct to the University and have that report treated seriously. You may report Prohibited Conduct to the University, the appropriate law enforcement agency, both, or neither.
2. You have the right to choose an Advisor to be present with you at any meeting, interview(s), informal resolution or hearings. Your Advisor may be any person, including legal counsel. Except at a formal hearing, the Advisor’s participation will be limited to providing support and guidance to you. At a formal hearing, the Advisor will conduct cross-examination. If you do not have an advisor, the university will appoint one to assist you at a formal hearing.
3. You have the right to meet with the Title IX Coordinator. The Title IX Coordinator will explain your rights, resources, and options for resolving the complaint, to answer any questions you might have, and to provide supportive measures.
4. You have the right to request an investigation and resolution of all credible complaints of Prohibited Conduct. You also have the right to request that the university seek no resolution or an informal resolution.
5. If a Title IX complaint is dismissed prior to a formal or informal resolution, you have the right to a prompt notification of the reason for the dismissal, even if the Complaint is going to be reclassified and investigated under the same process as a complaint of Sex-Based Misconduct. You have the right to appeal the decision to dismiss the Complaint.
6. You have the right to have an impartial Investigator, Hearing Officer/Designated Administrator, and Appellate Authority (the person(s) who will hear an appeal) in your case. Your case and/or the appeal of your case will be decided by a person(s) who did not participate in the investigation of the allegations.
7. You have the right to be notified of (1) the receipt of the formal complaint stating the allegation of Prohibited Conduct; (2) the identity of the appointed Investigator(s); (3) the identity of the appointed Hearing Officer/Designated Administrator/Appellate Authority; (4) the option to request supportive measures, if any; and, (5) the availability of any informal resolution processes. You have the right to a thorough and fair investigation of the allegations.
8. You have the right to be notified in writing of the date, time, location, participants, and purpose of all hearings, investigative interviews, and other meetings in which you are invited or expected to participate, with such notice allowing you sufficient time to prepare to participate.
9. During the investigation, both you and the Respondent have the right to receive equitable treatment in all facets of the complaint investigation and resolution process including, but not limited to, the right to submit evidence and the right to suggest witnesses to be interviewed. You have the right to discuss the allegations under investigation with anyone you choose.
10. You have the right to have irrelevant prior sexual history excluded as evidence during a hearing.

11. You have the right to review the draft investigation report, including all inculpatory and exculpatory evidence gathered during the investigation. You may submit a response to the report before the report is finalized and submitted to the Hearing Officer/Designated Administrator.
12. You have the right to be informed of the outcome of the investigation at the same time as the Respondent, and in cases of sexual assault, sexual harassment, sex-based misconduct, sex-based discrimination, stalking, dating violence, or domestic violence, you will be notified of the sanction imposed (if any).
13. You have the right to appeal the decision of the Designated Administrator based on new evidence; procedural irregularity; bias or conflict of interest on the part of the Title IX Coordinator, Investigator(s), or Designated Administrator; or, appropriateness/severity of the sanctions. You have the right to be notified if the case is appealed by either party and the outcome of the appeal.
14. If you have obtained a protective order, civil no-contact order, restraining order, or similar order against another member of the University community, the order should be provided to the Chief Compliance Officer. In conjunction with the University Police Department and other University officials, the Chief Compliance Officer will take all reasonable and legal actions to implement the order.
15. If you believe that the other party has subjected you to prohibited conduct or related retaliation, you have the right to file a university complaint against the other party. You also have the right to file a criminal complaint against the other party with the appropriate law enforcement agency, if appropriate.

More information about these rights can be found on the Title IX website at tamuct.edu/titleix. If you have questions, please contact your university Title IX Coordinator at 254-519-5716.

PRIVACY OF INFORMATION

Privacy of Information

Most university employees are mandatory reporters, which means that if an employee experiences, observes, or becomes aware of an alleged or suspected incident of discrimination or harassment in the course and scope of their employment, the employee must report all known information to the University. Counselors and Medical providers report de-identified statistics only. See [Texas A&M University System Regulation 08.01.01, Section 2.1](#) for more information about mandatory reporting.

The University is committed to protecting the privacy of reporting parties, complainants, and respondents to the extent allowed by law. Given the sensitive nature of reports, information will be maintained in a secure manner and will only be disclosed to school officials who are responsible for handling the university's response and/or have a legitimate educational interest. All students' educational records are protected under the Family Educational Rights and Privacy Act (FERPA). For more information about FERPA, go to tamuct.edu/ferpa.

SUPPORTIVE MEASURES

Complainants may request assistance with changes to academic and work environment. Complainants may also elect to drop a course without any academic penalty. Requests for assistance will be considered regardless of whether the complainant chooses to file a formal complaint with the university or law enforcement. Contact your Title IX Coordinator or Deputy Title IX Coordinator to request these changes. Supportive measures will be provided free of charge and may not unreasonably burden either party.

Counseling, health, mental health, advocacy, and other services are available for complainants both on-campus and in the community. In most cases, psychologists/counselors in the Student Counseling Center (for students, [Student Counseling](#)) or Work/Life Solutions Program (for employees, [Employee Assistance Program](#)) are not required to, nor may, report an incident that in any way identifies students or employees concerned without their consent. However, if an imminent harm situation is present, the counselor must take action to protect whoever is at risk. Below is a brief list of available resources. Confidential resources are *italicized*; however, in accordance with the Clery Act, confidential resources will report de-identified statistics only.

Counseling (Confidential)

Name	Phone	Address	Website
<i>Work/Life Solutions Program (for employees)</i>	866-301-9623		https://www.tamuct.edu/human-resources/benefits/employee-assistance.html
<i>Student Counseling Center</i>	254-501.5955	Student Affairs Mon - Fri 8 am to 5 pm	https://www.tamuct.edu/student-affairs/student-counseling.html

Medical and Health Services

Name	Phone	Address	Website
<i>AdventHealth Central Texas</i>	254.526.7523	2201 S Clear Creek Rd, Killeen, TX	www.adventhealth.com
<i>Carl R. Darnall Army Medical Center</i>	254.288.8000	36065 Santa Fe Avenue Fort Hood, TX 76544	https://www.crdamc.amedd.army.mil/Default.aspx
<i>Baylor Scott & White Medical Center - Temple</i>	254.724.2111	2401 S 31 st St. Temple, TX 76508	https://www.bswhealth.com/locations/temple?y_source=1_MTM0MTE3MDctNzE1LWxvY2F0aW9uLndlYnNpdGU=
<i>Seton Medical Center</i>	254.690.0900	850 W. Cen TX Expy Harker Heights, TX	https://setonharkerheights.net/

Support, Advocacy, and Other Resources

Name	Phone	Address	Website
Student Affairs	254.501.5909	Warrior Hall 105 Texas A&M Campus	https://www.tamuct.edu/student-affairs/
Student Success	254.501.5836	Warrior Hall 212 Texas A&M Campus	https://www.tamuct.edu/student-affairs/student-success.html
Student Financial Assistance	254.501.5854	Founders Hall 108 Texas A&M Campus	https://www.tamuct.edu/financial-aid/index.html
Access and Inclusion	254.501.5836	Warrior Hall 212 Texas A&M Campus	https://www.tamuct.edu/student-affairs/access-inclusion.html
Student Wellness & Counseling Center	254.501.5955	Warrior Hall 207L Texas A&M Campus	https://www.tamuct.edu/student-affairs/student-counseling.html
National Sexual Assault Hotline	800.656.4619		online.rainn.org
Aware Central Texas - Killeen 24/7 Hotline: 254.813.0968	254.213.2986	2408 S. Clear Creek Rd. Ste. 201 Killeen, TX 76549	https://www.awarecentraltexas.org/

Aware Central Texas – Belton 24/7 Hotline: 254.813.0968	254.939.7582	903 N. Main St. Belton, TX 76513	https://www.awarecentraltexas.org/
Families in Crisis	254.634.1184/ 254.773.7765	24-hr hotline: 1-888-799-SAFE	http://familiesincrisis.net/
National Domestic Violence Hotline	800.799.7233		thehotline.org
University Police Department	254.501.5800	Founders Hall 103 Texas A&M Campus	https://www.tamuct.edu/police/
Killeen Police Department Victim’s Assistance	254.501.7698	301 South Texas Ave. Bryan, TX	https://www.killeentexas.gov/280/Victims-Assistance
Bell County Victim Services Division	254.933.5235 / 800.460.2355 ext. 5235	1201 Huey Road, Suite 2100 Belton, Texas 76513	https://www.bellcountytexas.com/county-government/district_attorney/victim_services_division.php
Fort Hood Victim Advocacy Program	254.287.3583	Darnall Loop Bldg. 36000, 2nd Floor	https://hood.armymwr.com/programs/victim-advocacy-program
Coryell County Crime Victims Assistance	254.865.5911	620 E Main St Gatesville, TX 76528	https://www.coryellcounty.org/page/coryell.Crime
Healthy Homes and Crime Victims’ Assistance	254.953.5439	402 Indian Trail Harker Heights, TX	http://www.ci.harker-heights.tx.us/index.php/healthy-homes

REPORTING PROHIBITED CONDUCT

Anonymous Reporting

Individuals wishing to submit an anonymous report may use the reporting form found on the [Title IX website](#). The University’s ability to investigate and respond to an anonymous report may be limited.

Reporting to Law Enforcement

You have the option to notify or not notify law enforcement authorities, including university and local police. Any individual may decline to notify law enforcement. An anonymous “Jane/John Doe” report can be filed with the police while deciding whether to pursue criminal charges. Law enforcement is able to help individuals understand the process of obtaining orders of protection, restraining orders, or similar lawful orders issued by the courts. Below is a list of local law enforcement agencies. Reports should be filed with the law enforcement agency that is located where the incident occurred.

Name	Phone	Name	Phone
University Police Department	254.501.5800	Copperas Cove Police Department	254. 547.8222
Killeen Police Department	254.501.8800	Harker Heights Police Department	254.953.5400
Temple Police Department	254.298.5500	Georgetown Police Department	512.930.3510

Importance of Preserving Physical Evidence

Retain communications and document any contact with the involved individual(s). If possible, individuals should write down dates, times, locations of contact and preserve any text messages, emails, and/or social media site postings related to the incident.

If you have experienced sexual assault and choose to go to the hospital and have a forensic exam (SANE/SAFE exam) done, consider avoiding activities that could potentially damage evidence such as: bathing, showering, using the restroom, changing clothes, combing hair, brushing teeth, or cleaning up the area. You can still report to both law enforcement and the university if you choose not to have a forensic exam performed. You can also choose whether or not you wish to report the assault after the forensic exam has been performed.

Reporting to the University

Individuals may make inquiries or file a complaint by contacting the University's Title IX Coordinator, Michelle Zornes, at titleix@tamuct.edu or 254-519-5716. Individuals may also visit the Office of Institutional Compliance in Founder's Hall Rm, 317.

Name	Phone	Address	Website
Office of Institutional Compliance	254-519-5716	1001 Leadership Place Killeen, TX 76549	https://www.tamuct.edu/compliance
Deputy Title IX Coordinator for Students	254.519.5909	1001 Leadership Place WH - 105 Killeen, TX 76549	https://www.tamuct.edu/compliance
Deputy Title IX Coordinator for Faculty/Staff/Visitor	254.519.8015	1001 Leadership Place WH - 424 Killeen, TX 76549	https://www.tamuct.edu/compliance

Reporting to a Federal Agency

The U.S. Department of Education's Office for Civil Rights is a federal agency responsible for enforcing Title IX. Information regarding filing a complaint with the Office for Civil Rights can be found at: ed.gov.

RETALIATION

The university will take reasonable action to protect the complainant, the respondent, and those providing witness statements on behalf of either party or supporting either party from retaliation. Additionally, those individuals are encouraged to report any acts of retaliation from other individuals associated with the incident. This action may come at any time during or following an investigation of a complaint. Individuals are reminded to contact law enforcement immediately if there is a threat to physical health or safety.

SANCTIONS

Individuals seeking information about sanctioning of students should consult the [Student Sanctioning Matrix](#). Information about employee sanctions may be found in [University Rule 08.01.01.D1](#).