

Civil Rights Officer Track

Civil Rights Compliance Training, June 2025



Advisory Notices

1. This training is not intended as legal advice, the presenter is not an attorney but a practitioner offering guidance on System policy and regulation and best practice.
2. The information in this training is based on current A&M System Policy 08.01, Civil Rights Protections and Compliance and A&M System Regulation 08.01.01, Civil Rights Compliance. While System Regulation 08.01.01 is currently under review and revision, the guidance set forth in this training is in reference to the standing regulation and policy.

Ground Rules

1. We intend to start and end on time (and possibly even a bit early if all are mindful of the time). Please be prompt.
2. The only scheduled breaks are identified on the training schedule in your packet. Please feel free to take personal breaks as needed throughout the sessions.

Ground Rules

3. Materials will be made available throughout the session requiring the use of your technology devices. However, please minimize distractions (cell phone, email, internet) to focus on the presentation.
4. There will be opportunities for questions during the session, but you may also submit questions anonymously through the QR code on the next slide.

Questions

Questions are welcome during the presentation, but some may require more time and/or reflection for a proper response.

Please use the QR Code at left for questions specific to the Civil Rights Officer Track.

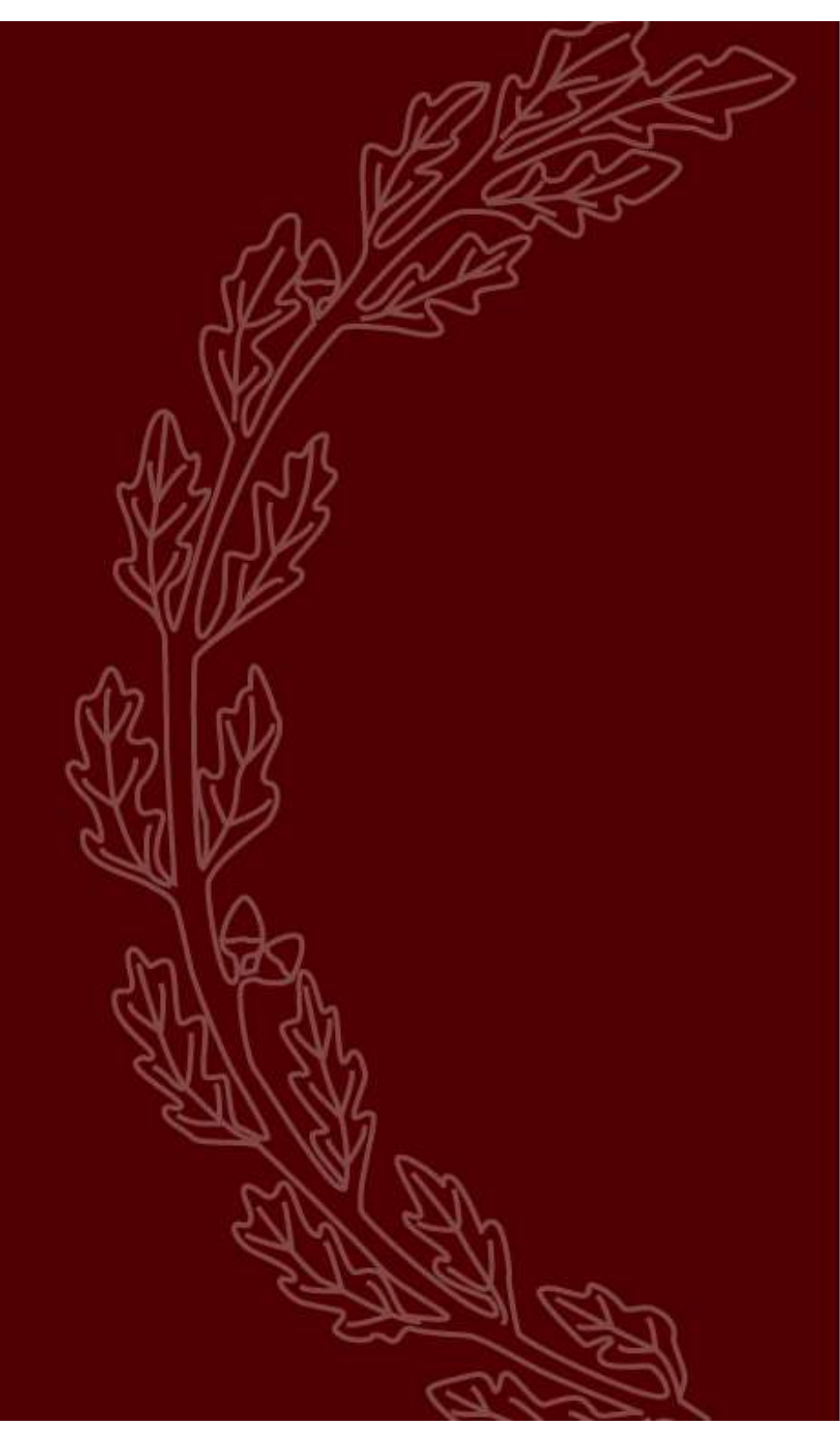
[Civil Rights Officer Track:](https://forms.office.com/r/uu9aZ11ZE0)

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Day 1: Tuesday, June 10, 2025

Time	Session	Location
<i>12:30 - 1:00 PM</i>	<i>Check-in</i>	<i>Lower-Level Lobby</i>
1:00 - 2:00 PM	Opening Session	LL38
2:00 - 3:15 PM	CR Officer Track	LL11A
3:15 - 3:30 PM	Snacks	LL Lobby
3:30 - 5:00 PM	CR Officer Track	LL11A



AGENDA

DAY 1

*Role of the Civil
Rights Officer*

DAY 2

Intake Process

CR Scenario

Dismissals

THE
TEXAS A&M
UNIVERSITY
SYSTEM

The Civil Rights Officer

Role and Responsibilities



Civil Rights Officer

The
Purpose

The
Practice

The
Limitations

Civil Rights Officer

The
Purpose

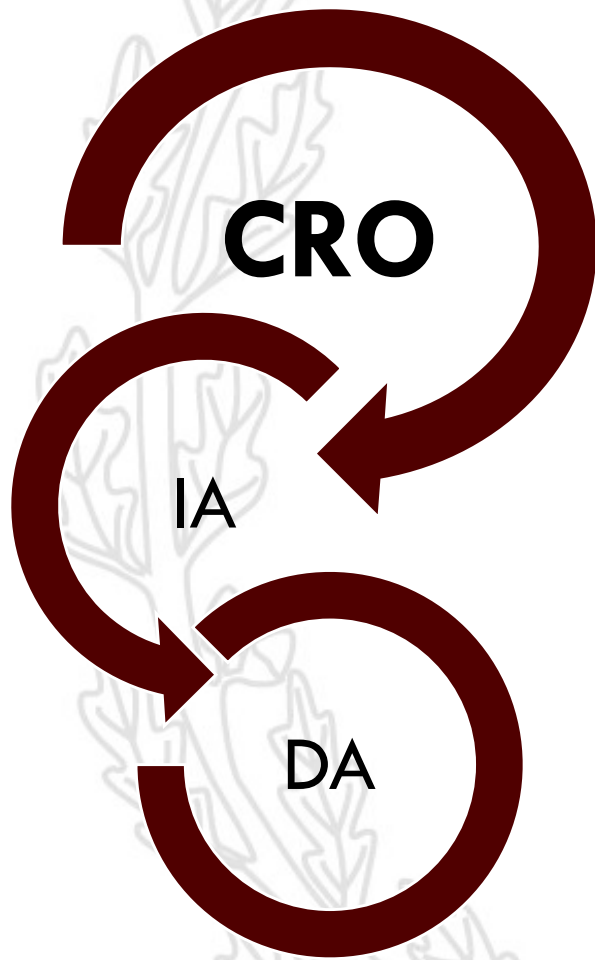
The
Practice

The
Limitations

The Purpose

What is the purpose of a
Civil Rights Officer?

Civil Rights Compliance Lead Roles



Civil Rights Officer

Responsible for overseeing the member's civil rights protections program; ensures compliance with civil rights laws and regulations; promotes equal opportunity, prevents discrimination, and provides guidance and training on civil rights matters.

**may be the member TIX Coordinator and/or EO Coordinator*

The Purpose

What is the purpose of a Civil Rights Officer?

Responsible for overseeing the member's civil rights protections program;

**A&M System Regulation 08.01.01,
Civil Rights Compliance, Section 1.1**

Civil Rights Officer

The
Purpose

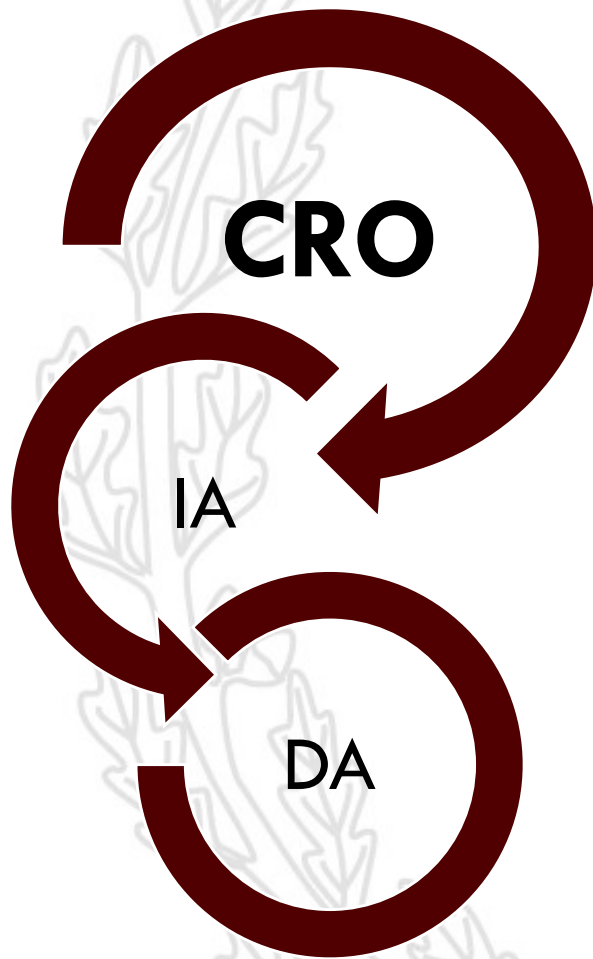
The
Practice

The
Limitations

The Practice

How is that put into
practice?

Civil Rights Compliance Lead Roles



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**may be the member TIX Coordinator and/or EO Coordinator*

The Practice

How is that put into practice?

ensures compliance with civil rights laws and regulations; promotes equal opportunity, prevents discrimination, and provides guidance and training on civil rights matters.

[A&M System Policy 08.01, Civil Rights Protections and Compliance](#)

[A&M System Regulation 08.01.01, Civil Rights Compliance](#)

Civil Rights Compliance

Compliance with civil rights laws and regulations for all members of The Texas A&M University System, including (*but not limited to*):

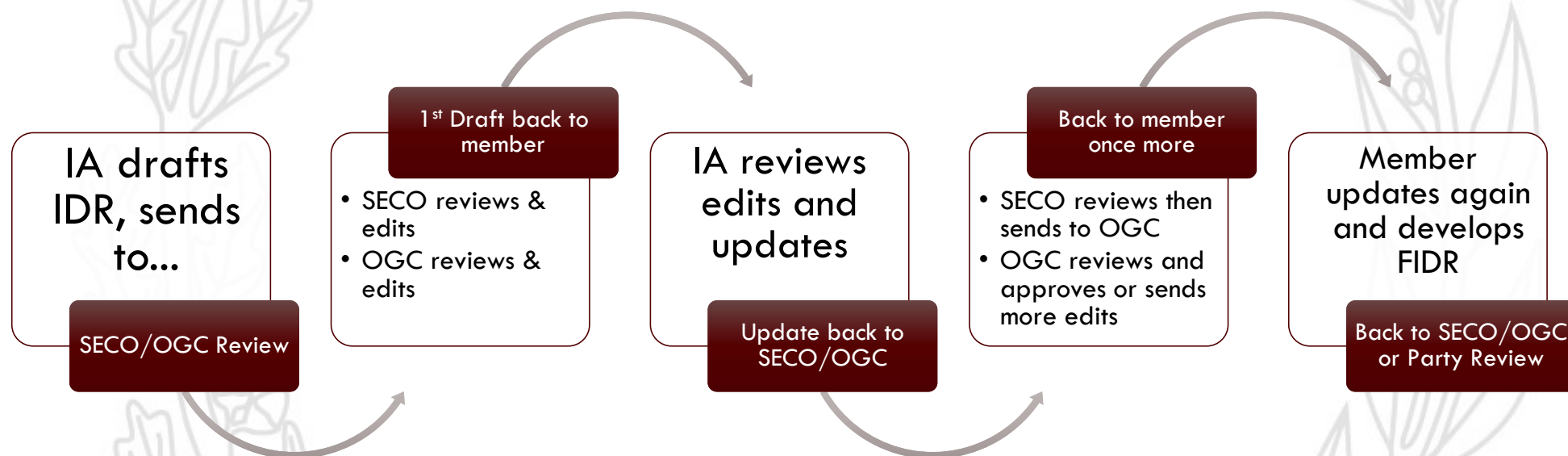
- Americans with Disabilities Act of 1990 (ADA)
- The Rehabilitation Act of 1973
- Title VI and Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Violence Against Women Act (VAWA)
- Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)
- Texas Labor Code Chapter 21, Employment Discrimination
- Texas Education Code Section 51.3525 (Texas Anti-DEI Law)

Civil Rights Compliance Lead Roles



Complaint Resolution Process

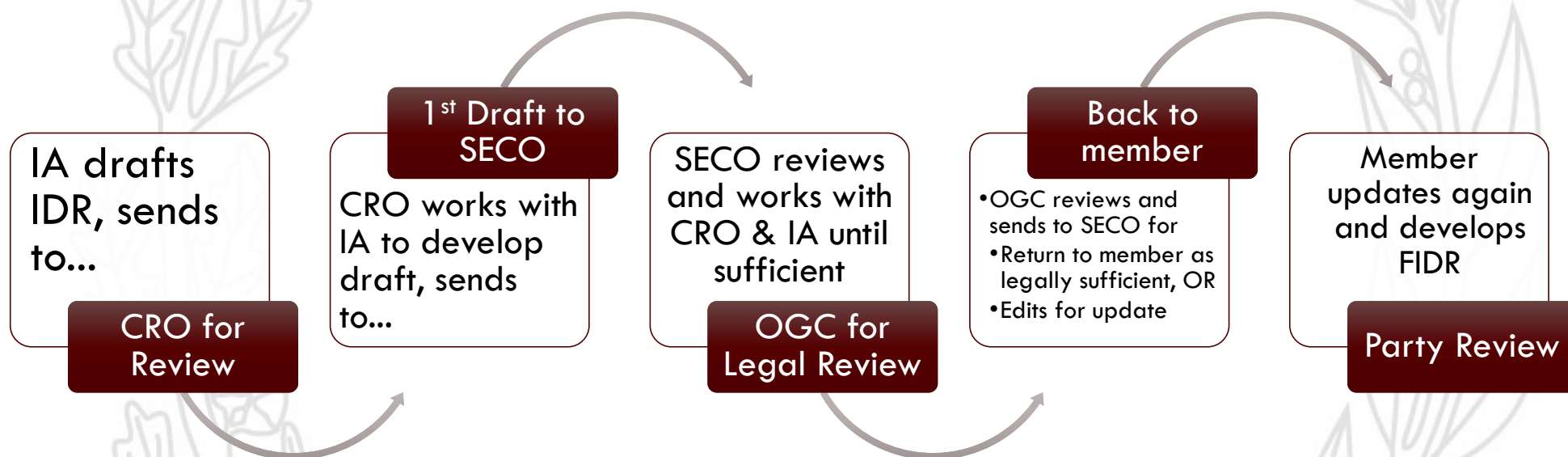
Current Practice



Member is working with SECO/OGC simultaneously for repeated reviews and edits.

Complaint Resolution Process

Updated Practice



IA works with CRO before sending to SECO for review then works with SECO to finalize. OGC only reviews for legal sufficiency.

Civil Rights Officer

The
Purpose

The
Practice

The
Limitations

The Limitations

How is that practice
constrained?

The Limitations

How is that practice
constrained?

ensures compliance with civil rights laws
and regulations; i.e. JURISDICTION

[A&M System Policy 08.01, Civil
Rights Protections and Compliance](#)

[A&M System Regulation 08.01.01,
Civil Rights Compliance](#)

Civil Rights Compliance

Compliance with civil rights laws and regulations for all members of The Texas A&M University System, including (*but not limited to*):

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Federal Law

Is there federal law, regulation, or guidance (in absence of state law)?

NO

State Law

Is there state law, regulation or guidance (in absence of system policy)?

NO

System Policy

Is there System policy, regulation or guidance (in absence of member rule)?

NO

Member Rule

Is there a member rule, SAP or SOP?

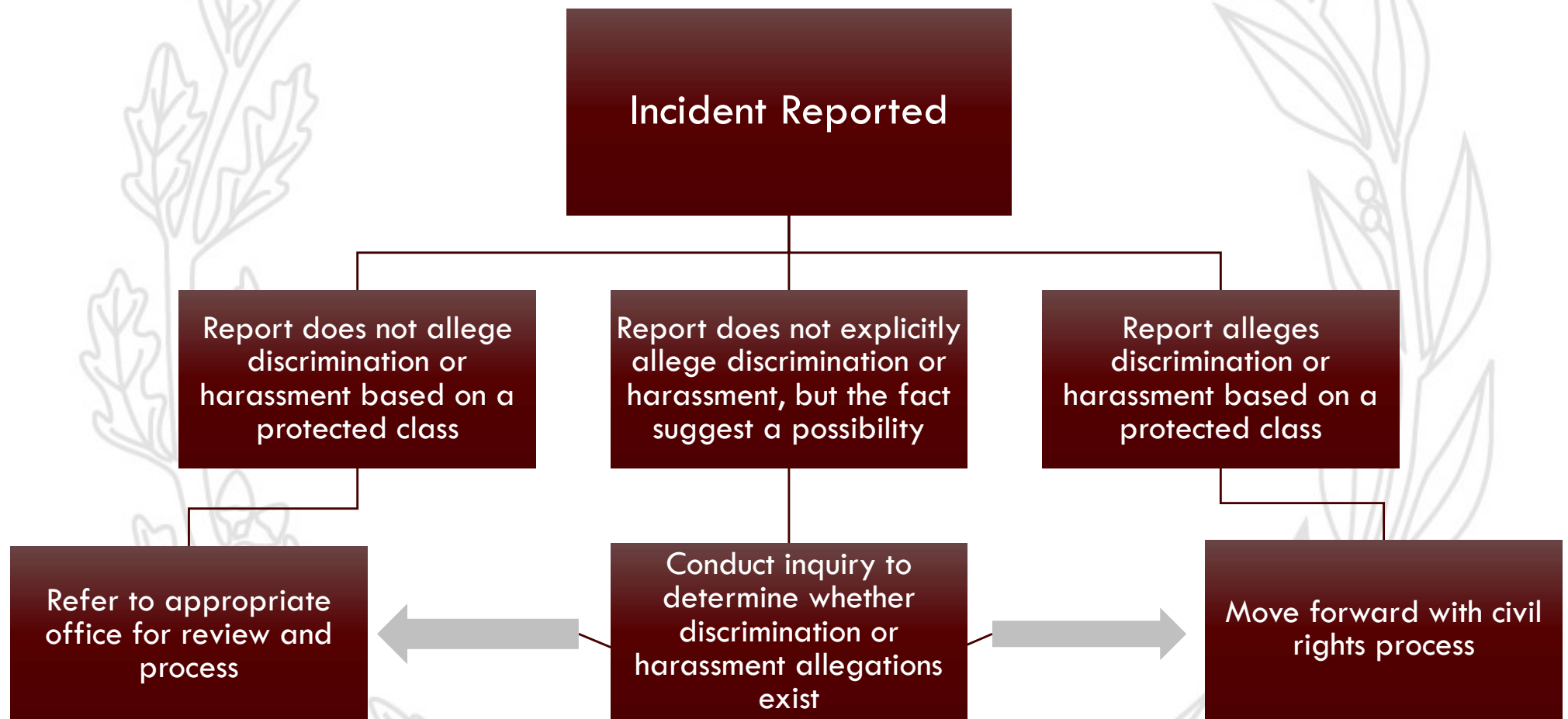
Jurisdiction

Is this a civil rights matter?

If “YES” is answered at any point, the matter likely falls under civil rights.

If “NO” is the answer at all stages, the matter is likely one for student conduct or employee relations and should be appropriately referred.

Another View of Jurisdiction



A decorative line-art illustration of an oak leaf branch, curving from the top left towards the bottom left of the slide.

Day 1 Ends Here

THE
TEXAS A&M
UNIVERSITY
SYSTEM