



Joint A&M System Civil Rights Meeting

Conducted by System Ethics and Compliance Office (SECO) via Webex

April 4, 2024 (2:00 to 4:00 PM)

Facilitated by Rick Olshak and Dora Lisa Zavala

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Joint A&M System Civil Rights Meeting April 4, 2024

Purpose

1. Bring together EO Officers, Title IX Coordinators, ADA Coordinators, 504 Officers, and SECO and OGC staff
2. Welcome to the table other campus officials whose responsibilities overlap substantively with civil rights
3. Welcome other campus administrators who have oversight of related areas, are overseeing resources, and/or are stakeholders in our civil rights compliance process
4. Update you on the progress of new laws, new regulations, and a new model of civil rights compliance for the A&M System

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Meeting Agenda

1. Update on the implementation of the new DEI law
2. Update on new state laws related to pregnancy/parenting
3. Update of federal Title IX regulations
4. Update on the status of regulations related to A&M System Policy 08.01 and implementation timeline
5. Introduction of Civil Rights Process Map for A&M System
6. Upcoming Training
7. Question and Answer Period

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Update on the implementation of the new DEI law (SB17)

2024 ONLY:

- System Internal Audit in final stages of Member DEI Audit Review
- SIAD data collection is complete, now in the testing phase
- Audit Report to Board of Regents in May

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Update on the implementation of the new DEI law (SB 17)

2024 and every fiscal year thereafter:

- Operations Manual sent to CEOs from General Counsel (ECOs copied)
- ECOs will engage in the DEI Compliance Review Process annually as outlined in the Ops Manual
- Member CEOs will certify compliance to SECO on the first business day in June each year
- SECO will evaluate member certifications and compliance reports
- SECO will certify System-wide compliance to BOR at the August meeting each year

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Update on new state laws related to pregnancy/parenting

SB 412; allows pregnant and parenting students to take a leave of absence and return in good standing without being required to reapply for admission - students are entitled to leave for as long as medically necessary for pregnancy, childbirth, and related conditions—but not for parenting

SB 459; provides early registration for students who are parents of children under the age of 18.

HB 1361; requires on-campus student-parent liaisons to report to the state each year the number of student parents and their basic demographic data

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Update on new state laws related to pregnancy/parenting

THECB: Survey 1: Members must provide Parenting Student Liaison to THECB by the end of the day **today (April 4)**

THECB: Survey 2: Parenting student data report must be submitted to THECB by **May 1**

Once the final federal Title IX regulations have been published, we will seek to amend 08.01.02 and our supporting materials for pregnant and parenting students

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Update on federal Title IX regulations

- Final regulations to OMB (OIRA) on 02/02/2024
- Anticipated publication of the regulations in early June
- Likely implementation date is on or around 08/01/2024
- Regulations will not include final rules on transgender participation in athletics

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Update on the status of regulations related to A&M System Policy 08.01

- o Past "08" series included 08.01.01 (Civil Rights Compliance) and 08.01.02 (ADA Accommodations)
- o Future "08" series includes 08.01.01 (Civil Rights Compliance), 08.01.02 (Civil Rights Accommodations), and 08.01.03 (Civil Rights Complaint Resolution Process); currently all in various stages of a draft version
- o In addition to writing regulations, we are currently modifying our website for the new regulations, developing resources for member compliance, developing online operational manuals for each regulation (with forms, letters, and templates), and creating methods for anyone involved in civil rights to communicate

Website: SECO Home Page (<https://www.tamus.edu/seco/>)

THE TEXAS A&M UNIVERSITY SYSTEM

SYSTEM HOME ▾ ABOUT REGENTS CHANCELLOR ▾ OFFICES ▾ SSO JOBS CONTACT 🔍

System Ethics and Compliance Office (SECO)

SECO, a part of the Office of General Counsel (OGC), is responsible for working with the A&M System's eleven member universities, eight state agencies, and the System Offices (including the RELIS campus) to establish and maintain effective ethics and compliance programs in The Texas A&M University System.

- System Ethics and Compliance Office (SECO)
- About SECO
- Meet Our Team
- Civil Rights Compliance
- Clergy Compliance
- Environment, Safety, and Security
- Export Controls
- Public Information
- Research Compliance
- Risk, Fraud, and Misconduct Hotline
- System Compliance Officers
- Contact Us
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About SECO	Public Information
Meet Our Team	Research Compliance
Civil Rights Compliance	Risk, Fraud, and Misconduct Hotline
Clergy Compliance	Student Conduct Compliance
Environment, Safety, and Security	Other Non-Civil Rights Compliance
Export Controls	System Compliance Officers

This website is maintained by the System Ethics and Compliance Office (SECO) for The Texas A&M University System. To report a broken link, please email us.

Joint A&M System Civil Rights Meeting April 4, 2024

Website: Civil Rights Compliance (https://www.tamus.edu/seco/civil_rights_compliance/)

🏠 SECO > Civil Rights Compliance

Civil Rights Compliance

SECO is responsible for the oversight of the enforcement of civil rights laws and regulations for all members of The Texas A&M University System. This includes compliance with the Americans with Disabilities Act (ADA) of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and Title IX of the Educational Amendments of 1972, in addition to other federal and state laws.

A&M System Policy 08.01 and System Regulations (08.01.01 - 08.01.03) for Civil Rights	System Reporting Requirements
Federal Civil Rights Laws	External Links
State Civil Rights Laws	Other Resources
System Civil Rights Personnel	Member Resources
Civil Rights Training	Contact Us

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Joint A&M System Civil Rights Meeting April 4, 2024

Website: System Policy 08.01 (https://www.tamus.edu/seco/civil_rights_compliance/policy_and_regulations/)

🏠 Home > Civil Rights Compliance > System Policy and System Regulations on Civil Rights

System Policy and System Regulations on Civil Rights

System Policy 08.01 provides civil rights protections to employees, students, applicants for employment and admission, and the public based on race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity, or any other classification protected by federal, state, or local law. System Regulation 08.01.01 provides oversight on compliance with the policy. System Regulation 08.01.02 provides oversight on providing accommodations based on a protected class. System Regulation 08.01.03 describes the civil rights complaint resolution process. The additional appendices provide information on related areas of compliance and have been approved by the A&M System Chancellor.

System Policy 08.01, Civil Rights Protections and Compliance	Appendix B: Minimum Training Requirements for Civil Rights
System Regulation 08.01.01, Civil Rights Compliance	Appendix C: Pregnancy and Parenting
System Regulation 08.01.02, Civil Rights Accommodations	Appendix D: Sanctioning Matrix for Protected Class Harassment by Students
System Regulation 08.01.03, Civil Rights Complaint Resolution Process	Appendix E: Compliance with Texas DEI Law
Appendix A: Civil Rights Flowcharts	

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Website: Civil Rights Personnel (https://www.tamus.edu/seco/civil_rights_compliance/system-civil-rights-personnel/)

A&M System Member Civil Rights Personnel and Reporting Links

A&M SYSTEM UNIVERSITIES

- Prairie View A&M University (Prairie View, TX)

Nondiscrimination Statement

Civil Rights Reporting Form

Civil Rights Officer and Title IX Coordinator: [Dr. Zakoya T. Brown](#)
Title IX Website

Equal Opportunity Officer: [Latoya Douglas](#)
EO Website

ADA Coordinator: [Latoya Douglas](#)
Employee Accommodations Website

504 Officer (Student Accommodations): [Belinda Lewis](#)
Student Accommodations Website

Accommodations for Pregnant and Parenting Students: See Title IX

- ‡ Tarleton State University (Stephenville, TX)

- ‡ Texas A&M International University (Laredo, TX)

- ‡ Texas A&M University (College Station, TX)

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Website: Resources (https://www.tamus.edu/seco/civil_rights_compliance/resources/)

Civil Rights Compliance > Resources

Resources (public use)

This page includes resources designed to assist visitors in understanding the civil rights complaint resolution process for all members of The Texas A&M University System.

- A Guide to Understanding Discrimination, Harassment, and Free Speech
Coming Soon
+ Civil Rights Process FAQs for Advisors
+ Civil Rights Process FAQs for Employees
+ Civil Rights Process FAQs for Students and Parents
+ Civil Rights Process Forms
+ Pregnancy and Parenting FAQs

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Website: Member Resources (https://www.tamus.edu/seco/civil_rights_compliance/member-resources/)

Civil Rights Compliance > Member Resources

Member Resources

In order to assist members of The Texas A&M University System in complying with System Policy 08.01 and its accompanying regulations, the following resource pages have been established. These resources are intended only for member use by system civil rights personnel, as well as those involved in the review and resolution of civil rights complaints on behalf of a member. These resources may not be utilized for commercial purposes, nor may they be used by external individuals or organizations without the written authorization of the System Ethics and Compliance Office (SECO).

Civil Rights Compliance News

Civil Rights Operational Manuals

SECO Listservs

SECO Video Training Recordings

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Website: Civil Rights Blog (https://www.tamus.edu/seco/civil_rights_compliance/member-resources/civil-rights-compliance-news/seco_blog/)

Update (sort of) on Federal Title IX Regulations
▲ Rick Olshak • 📅 August 31, 2023 • 📄 System regulation 08.01.01, Title IX, U.S. Department of Education

There has been some chatter in the profession (via ATIXA) this week about the potential for the Department of Education (ED) to miss the projected October release date for the new Title IX regulations. The basis for this speculation is that the final regulations have not yet been submitted to the Office of Management and...

Advisor Training Scheduled
▲ Rick Olshak • 📅 August 1, 2023 • 📄 Civil Rights, Training Opportunity

For those A&M System members who are in need of training member-appointed advisors for the fall semester, we will be hosting a Webex training on Thursday, August 31 from 1:00 pm to 5:00 pm. Registration is required (the program is free) and you may register at <https://tamus.webex.com/webex/register/r58fdef6986dfc46df541f55077f68b8>. As with all training programs, passing a post-test...

Facilitator Training Completed
▲ Rick Olshak • 📅 July 14, 2023 • 📄 Civil Rights, Facilitation, Informal Resolution

The past three days saw approximately 50 A&M System personnel participate in the basic track of conflict resolution training, designed to allow staff to serve as Facilitators for the resolution of civil rights complaints. The online training (via Webex) covered the essentials of conflict, conflict styles, listening and questioning skills, the facilitation process, and the...

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Website: Operational Manuals (https://www.tamus.edu/seco/civil_rights_compliance/member-resources/civil-rights-operational-manuals/)

Civil Rights Operational Manuals

The System Ethics and Compliance Office (SECO) provides operational manuals to assist system members in their compliance with System Policy 08.01 and its accompanying regulations. This material is intended only for review and use by personnel employed by members of The Texas A&M University System for the purpose of civil rights compliance. Operational Manuals for A&M System Regulations 08.01.01, 08.01.02, and 08.01.03 are considered official extensions of their respective regulations and must be adhered to by system members.

- Operational Manual for System Regulation 08.01.01 (Civil Rights Compliance)
- Operational Manual for System Regulation 08.01.02 (Civil Rights Accommodations)
- Operational Manual for System Regulation 08.01.03 (Civil Rights Complaint Resolution Process)
- Operational Manual for Civil Rights Compliance Reviews
- Operational Manual for Civil Rights Stakeholder Groups
- Operational Manual for Compliance with Texas DEI Law (SB 17, 2023-2024)

Website: SECO Listservs (https://www.tamus.edu/seco/civil_rights_compliance/member-resources/seco-listservs/)

- + RULES FOR SECO LISTSERVS:
- + ADA Coordinator and Section 504 Officer Listserv
- + Civil Rights Adjudicators
- + Civil Rights Officer/Title IX Coordinator Listserv
- + Compliance Officer Listserv
- + Equal Opportunity Officer Listserv
- + Informal Resolution Practices Group
- + Investigator Listserv
- + Texas A&M University System Civil Rights Interest Group

Update on the status of regulations related to A&M System Policy 08.01

- Two advisory committees to Dora Lisa and Rick as we draft regs
 - One with all TIXCs (includes COs and EOs), Student Affairs/Conduct Reps (3)
 - One with OGC (LDR, SA) and SECO personnel
- 08.01.01 - 6th draft being developed - to committees by April 12
- 08.01.02 - 2nd draft being finalized - to OGC review by April 8
 - 08.01.02 will again be reviewed once federal regulations are published
- 08.01.03 - 1st draft being developed - to committees by April 19
- Operational Manuals for each regulation will be developed as we go

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Update on the status of regulations related to A&M System Policy 08.01

- Tentative Timetable (subject to change):
 - April 29 - May 3: Complete review of current drafts; seek approval for 08.01.02
 - May 6 - May 10: Send new drafts of 08.01.01 and 08.01.03 to advisory committees (last working drafts)
 - May 13 - May 20: Advisory Committee Review Period
 - May 21 - May 31: Drafts finalized; await federal regulations
 - Once federal regulations are published, SECO will take one week to amend all 3 regulations
 - All 3 regulations will then be submitted to OGC for a one-week review period as SECO develops final templates of member rules for each regulation

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Update on the status of regulations related to A&M System Policy 08.01

- Tentative Timetable (subject to change):
 - OGC feedback to SECO is then incorporated and all three regulations will be submitted to the General Counsel and Chancellor, awaiting approval to share with system members
 - Once approval has been received, SECO sends all three regulations to system members for a one-week review and commentary period
 - System members send feedback to SECO and SECO issues final drafts of all three regulations to the General Counsel and Chancellor for review and approval
 - Once approved (with an implementation date now established) members will begin the development of member rules

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Update on the status of regulations related to A&M System Policy 08.01

- Tentative Timetable (subject to change):
 - Process for Member Rule approval will be as follows:
 - Draft Member Rule submitted to Sydnee Hald (shald@tamus.edu) in OGC (Policy Office)
 - Hald forwards the Member Rule submission to SECO for review by Zavala and Olshak
 - SECO forwards the Member Rule submission to OGC for review by a designated attorney(s)
 - OGC returns the Member Rule submission to SECO for final edits
 - SECO returns the Member Rule submission to Hald
 - Hald communicates the final approved rule back to member

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Update on the status of regulations related to A&M System Policy 08.01

- Tentative Timetable (subject to change):
 - Current member rules for A&M System Policy 08.01 and its two existing regulations, as well as all current operational procedures will be considered out of date and will default back to the appropriate new system regulation on the date of federal implementation
 - By the date of federal implementation all operational manuals will be completed (first version) and all basic resources needed by members will be posted; over the next year all operational manuals will have materials and resources added as needs are identified
 - August and the first half of September will be focused on tweaks to manuals and resources, with members focused on forming stakeholder groups and creating member rules for each regulation

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Update on the status of regulations related to A&M System Policy 08.01

- Tentative Timetable (subject to change):
 - From September 16 through November 15, Dora Lisa and Rick will be physically visiting with each member (universities, agencies, and System Offices and RELLIS) to conduct a review of the regulatory implementation process; meetings will include:
 - *Civil Rights Officer*
 - *Primary Stakeholder Group*
 - *CEO and/or Cabinet Members (requested, not required)*
 - *Specific Stakeholders (as identified by Civil Rights Officer)*
 - *Specific Stakeholders (as identified by SECO)*
 - After each visit, SECO will produce a report to the members' CEO and Civil Rights Officer, analyzing the member's implementation process through a SWOT analysis

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Update on the status of regulations related to A&M System Policy 08.01

- Tentative Timetable (subject to change):
 - In the Spring and Summer of 2025, new training for civil rights will be implemented in the form of a civil rights academy (both in-person and online)
 - Beginning in the Fall of 2025, SECO will implement civil rights compliance reviews of every system member, on a rotating schedule that will be announced this summer
 - SECO compliance reviews for each member's civil rights compliance will be conducted under System Regulation 16.01.01; a confidential final report will be provided to each member's CEO, Civil Rights Officer (and supervisor), as well as to OGC, System Internal Audit, and SECO
 - The compliance review process is currently under development between SECO and System Internal Audit

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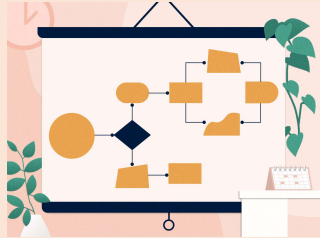
Update on the status of regulations related to A&M System Policy 08.01

- What could possibly go wrong with this timeline? 😊
 - If there is a change in the date of federal publication of the regulations, we will adapt the timeline accordingly; if the implementation date is later than August, there is a possibility that the regulations could again be reviewed beginning in January 2025 under the next Congress
 - Once the federal regulations are published, it is expected that Texas (and other states) will sue the federal government, and seek to have the regulations struck down (unlikely) or delayed; if a federal court was to grant a delay, we would be in a holding environment in which we would remain in limbo under the current regulations insofar as they are not in compliance with the new regulations

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**Introduction of
Civil Rights Process Map
for The Texas A&M University System**

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Introduction of Civil Rights Process Map

SECO civil rights roles:

- case and process consultants
- developer of resources
- provider of training
- writers of regulations
- insurers of compliance with federal law, state law, system regulation, and best practice in a "soft" manner ("herders of cats")

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Introduction of Civil Rights Process Map

However, we are:

- a compliance office
- with no means of daily formal compliance enforcement authority (other than issuance of compliance reviews)

This led to a discussion within SECO and with OGC to determine how to best ensure compliance at three levels: individual employee, system member, and system offices; worked with System Internal Audit to develop a collaborative approach; this has the support of our General Counsel

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Introduction of Civil Rights Process Map

At the Individual Employee level :

- The forthcoming regulations propose providing individual accountability by making it a violation of our civil rights regulations to knowingly fail to comply with System Regulations 08.01.01, 08.01.02, and 08.01.03
- Can be seen as (examples):
 - Civil rights personnel failing to follow the process in any of the three regulations
 - Any employees engaging in harassment or discrimination
 - Any employees failing to provide accommodations that have been determined to be reasonable and prudent

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Introduction of Civil Rights Process Map

At the System Member level :

- Disparate application of civil rights
- Little communication/coordination across areas of compliance
- No single point of accountability

This will be addressed in numerous ways...

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Introduction of Civil Rights Process Map

At the System Member level :

- A Civil Rights Stakeholders Group will be established by each member to bring together all who have any responsibility for civil rights compliance
- This group will be headed by a single Civil Rights Officer at each member, who will have the responsibility for utilizing the stakeholder group to engage in ongoing assessment and strategic planning processes
- The Civil Rights Officer (who will also serve as the member's Title IX Coordinator) will also have the responsibility for reviewing any concerns raised with respect to compliance in any civil rights area (informal process)

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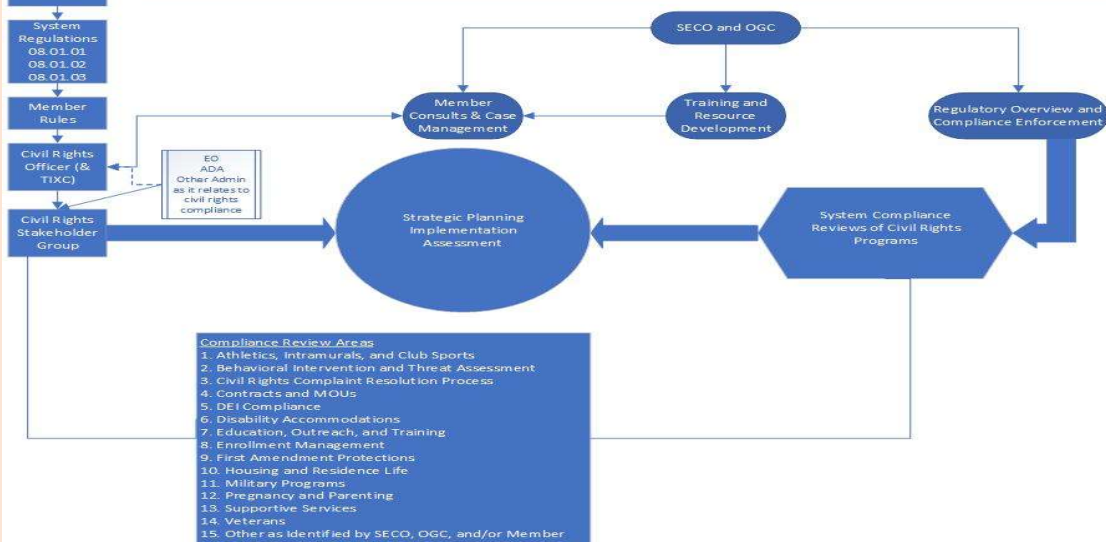
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Introduction of Civil Rights Process Map

At the System Offices level :

- Compliance Reviews also attach to RELLIS and to anyone in the System Offices outside of SECO as far as civil rights compliance is concerned
- Rather than SECO being subject to the compliance review process, we are seeking to have System Internal Audit utilize the periodic "systemwide Title IX audit process" to be an opportunity to audit SECO and OGC and their practices, as opposed to focusing on individual system members

Civil Rights Compliance Process Map for The Texas A&M University System



Joint A&M System Civil Rights Meeting April 4, 2024

Upcoming Training

Civil Rights Officers (CR/TIX, EO, ADA, 504, others as needed)

Thursday, April 18 (2:30-4:30 pm, Webex) Civil Rights Update Meeting #1 (Overview of Policy, Process Map, and each of the three civil rights regulations in terms of outline and major expected changes)

Thursday, May 2 (2:30-4:30 pm, Webex) Civil Rights Update Meeting #2 (Overview of system regulations with civil rights implications)

Thursday, May 16 (2:30-4:30 pm, Webex) Civil Rights Update Meeting #3 (Overview of member rules templates for regulations under System Policy 08.01)

Thursday, May 30 (2:30-4:30 pm, Webex) Civil Rights Update Meeting #4 (Supportive Measures and Emergency Measures)

Friday, June 14 (1:30-3:30 pm, Webex) Civil Rights Update Meeting #5 (Overview of federal Title IX regulations, update on system regulations)

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Joint A&M System Civil Rights Meeting April 4, 2024

Upcoming Training

Civil Rights Officers (CRO/TIX, EO, ADA, 504, others as needed)

Friday, June 28 (2:30-4:30 pm, Webex) Civil Rights Update Meeting #6 (System civil rights training requirements)

Friday, July 12 (1:30-3:30 pm, Webex) Civil Rights Update Meeting #7 (Stakeholder Groups and Compliance Reviews)

Friday, July 26 (1:30-3:30 pm, Webex) Civil Rights Update Meeting #8 (Review of civil rights web-based resources)

Registration for all of the above webinars is already open [\(at this link\)](#)

Tuesday, July 30 & Wednesday, July 31 (all day @ Health Science Center in College Station) - Civil Rights Personnel Training; In-person training for all civil rights officers and deputies; this will be a two-day deep dive into all three of the civil rights system regulations and their accompanying operational manuals (All CRO/TIXCs must attend in person) - **Registration information will be sent out to all CRO/TIXC, EO, ADA, and 504 contacts by Aubrey Craft by the end of April**

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Upcoming Training

Investigators (and CRO/TIX)

Tuesday, June 25 (1:30-4:30 pm, Webex) – Investigator Training on New Civil Rights Regulations; Online training designed to provide all system investigators with an update on the new civil rights regulations and any implications this may have for the investigations process; this session will include a review of the universal civil rights investigation report template and a review of the online resources provided for investigators

Registration Link: <https://tamus.webex.com/weblink/register/r59f61ff189173b2db4c6c61825478e9b>

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Joint A&M System Civil Rights Meeting April 4, 2024

Upcoming Training

Designated Administrators (and CRO/TIX)

Thursday, July 11 (all day @ Health Science Center in College Station) - Designated Administrator Training; In-person training for all designated administrators who will review cases and issue decisions in response to all cases involving all allegations of discrimination that involve disparate treatment and/or disparate impact); there will be another session of this training offered later in the summer, but the date has not yet been determined

Registration information will be sent out to all CRO/TIXC, EO, ADA, and 504 contacts by Aubrey Craft by the end of April

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Joint A&M System Civil Rights Meeting April 4, 2024

Upcoming Training

ADA Training

Friday, July 19 (1:30-4:30 pm, Webex) - Americans with Disabilities Act (ADA) Training; Online training for all personnel who will be involved in the provision of accommodations and support to those with disabilities and our obligations under the ADA

Registration Link: <https://tamus.webex.com/weblink/register/r7dc9896823d45c40df8f3467d3499ad2>

Accommodations Training (08.01.02)

Friday, July 26 (9:30-11:30 am, Webex) - Accommodations Training Under System Regulation 08.01.02; Online training for those who will have responsibilities for providing accommodations under System Regulation 08.01.02

Registration Link: <https://tamus.webex.com/weblink/register/r4be694d9c2e6a5371d6743b13ee2bf63>

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Joint A&M System Civil Rights Meeting April 4, 2024

Upcoming Training

Hearing Officers, Panels, Panel Advisors, Appellate Officers (and CRO/TIX)

Tuesday, July 16, Wednesday, July 17, & Thursday, July 18 (all day @ Health Science Center in College Station) - Civil Rights Hearing Training; In-person training for all people who will be involved in the administration of live hearings for civil rights cases involving allegations of Sexual Assault, Domestic Violence, Physical Assault (when on the basis of protected class), Dating Violence, Stalking (when on the basis of a protected class), and Harassment (when based on a protected class); This includes panel members, those conduct pre-hearing conferences, process advisors to a hearing panel, single hearing officers, and appellate officers

Note: Members who do not employ full-time hearing officers are strongly encouraged to utilize student conduct officials to serve in the capacity of process advisors when hearing panels are utilized; these people must attend this training program to be eligible to serve as a process advisor

Registration information will be sent out to all CRO/TIXC, EO, ADA, and 504 contacts by Aubrey Craft by the end of April

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Joint A&M System Civil Rights Meeting April 4, 2024

Upcoming Training

Member-Appointed Advisors (and CRO/TIX)

Thursday, June 27 (1:00-4:30 pm, Webex) Civil Rights Advisor Training; Online training for all people who will serve as member-appointed advisors to complainants or respondents in the civil rights complaint resolution process; This will include a review of major regulatory changes, the hearing process, and the role of the advisor

Registration Link: <https://tamus.webex.com/weblink/register/rc0f74e9975f92242a492b27b9946f88b>

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Upcoming Training

Special Webinar for All Civil Rights Personnel

Friday, August 2 (9:00-12:00 pm, Webex) - The Intersection of the Civil Rights Complaint Resolution Process and Free/Protected Speech; special topical webinar that is open to any member civil rights personnel who have completed any of the SECO civil rights training programs in June or July 2024

Registration for this program is already open; <https://tamus.webex.com/weblink/register/r9adb34684b45ef9b3bd19d2e32f8bf34>

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Upcoming Training

Behavioral Intervention Team Leaders/Members (and CRO/TIX)

Tuesday, August 6 (9:00-12:00 pm, Webex) - Behavioral Intervention and Emergency Actions in Civil Rights Cases; Online training for behavioral intervention team leaders (though all members are welcome to attend) reviewing the civil rights emergency actions process for behavioral intervention teams

Registration Link: <https://tamus.webex.com/weblink/register/r1eb27713cf22ff878f3e467587277c97>

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Upcoming Training

Campus Ombuds (and CRO/TIX)

Wednesday, August 7 (9:00-10:30 am, Webex) - Campus Ombuds Responsibilities in Civil Rights Cases; Online training designed to educate campus ombuds on the intersection between employee responsibilities under the civil rights process and the role of the ombuds; All ombuds at all member campuses and agencies who seek to serve as confidential reporters must complete this training

Registration Link: <https://tamus.webex.com/weblink/register/r254818f47b7352a1a03f4e9feeac079b>

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Upcoming Training

Confidential Reporter Training (and CRO/TIX)

Wednesday, August 7 (2:00-4:30 pm, Webex) - Confidential Reporter Training; Online training for all individuals who will be designated as confidential reporters under the civil rights regulations, including but not limited to Victim/Survivor Services Personnel, Counseling Center clinicians at all member university counseling centers, and third parties who are contracted to provide support services to complainants in the civil rights process; this training will include Clery reporting requirements and an overview of the complaint resolution process

Registration Link: <https://tamus.webex.com/weblink/register/rb5e0520d3704557bde2e31dc14fdb6e1>

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Upcoming Training

Case Managers and Intake Personnel (and CRO/TIX)

Thursday, August 8 (9:00-10:30 am, Webex) - Civil Rights Training for Case Managers and Intake Personnel; Online training designed to review the civil rights process for those people who conduct intake meetings for complainants and respondents, as well as for those who serve as case managers in the civil rights complaint resolution process

Registration Link: <https://tamus.webex.com/weblink/register/r840eb6e45b8ebda06639eda51e56850f>

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Upcoming Training

Informal Resolution Facilitators (and CRO/TIX)

Thursday, August 8 (2:00-3:30 pm, Webex) - Civil Rights Informal Resolution In-Service Training; Online training for those personnel who have been trained to serve as informal resolution facilitators in the civil rights process for all system members; This will include a review of major regulatory changes as well as their effect on the informal resolution process

Registration Link: <https://tamus.webex.com/weblink/register/rfaba00a2889d72d102d6ad1ed5d0cdca>

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Joint A&M System Civil Rights Meeting April 4, 2024

Upcoming Training

"Ask Us Anything" Webinar

Friday, August 9 (2:00-4:00 pm, Webex) - Civil Rights "As Us Anything" Webinar; No matter what your role in the civil rights process, on August 9th we will host two hours of questions and answers on the new civil rights regulations, changes in federal and state law, member rules, operational procedures, or anything else that is related to civil rights compliance. Stop in just to get a question answered or stay for the whole two hours. Please note that this session will not be recorded for re-posting.

Registration Link: <https://tamus.webex.com/weblink/register/r2f9b7621308e08a859aabb3fb290707d>

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Upcoming Training

Fall Training Priorities

The Fall 2024 semester will see an emphasis on the following training programs being provided by SECO:

- Appellate Training; For those utilizing appeals boards, member training is available from SECO upon request
- Civil Rights Hearing Training; Those members using hearing panels including people who are unable to attend summer training may host local training programs for their hearing panels upon request
- Investigator training, provided by Trisha Ford, Mike Fisher, and Justin Oehlke; regional training programs hosted by system members upon request
- Informal Resolution training; there will be at least one informal resolution training program offered in the fall semester - topics, date, and location to be announced

Question and Answer Period



This slide deck...

- Will be available immediately after this meeting at https://www.tamus.edu/seco/civil_rights_compliance/member-resources/civil-rights-compliance-news/ ...under the Stakeholder Groups menu
- **Thank you** for your attendance and participation today!