

Oct. 16, 2019

Dear Aggie community,

This week the Association of American Universities (AAU), of which Texas A&M is a member, released the [aggregate results \(https://www.aau.edu/newsroom/press-releases/aau-releases-2019-survey-sexual-assault-and-misconduct\)](https://www.aau.edu/newsroom/press-releases/aau-releases-2019-survey-sexual-assault-and-misconduct) (across all schools surveyed) of its 2019 survey on sexual assault and misconduct. Texas A&M participated in the survey during the month of February, along with 32 of the 62 AAU schools. The results of the Texas A&M survey are [posted on our Title IX website. \(http://titleix.tamu.edu/wp-content/uploads/2019/10/TAMU\\_ClimateSurveyandAppendices\\_2019.pdf#page=1\)](http://titleix.tamu.edu/wp-content/uploads/2019/10/TAMU_ClimateSurveyandAppendices_2019.pdf#page=1)

We are grateful to the students who took time out of their busy schedules to complete the study. As every survey suggests, students are susceptible to sexual violence and harassment both on and off campus. We must do all we can to protect our students — such action is in alignment with Texas A&M University's core values. Indeed, one victim is too many and our work to prevent these incidents is constant.

I also wish to thank the students, faculty and staff who work daily to spread awareness, prevent incidents and mitigate crises. The results show that both awareness and bystander intervention have increased among our students since efforts including [Step In. Stand Up. \(https://stepinstandup.tamu.edu\)](https://stepinstandup.tamu.edu), [education and training \(https://titleix.tamu.edu/education-and-training/\)](https://titleix.tamu.edu/education-and-training/), and increased clarity on the process were put into place.

Other activities launched in 2018 and completed include:

- Policies, guidelines, resources and other communications uploaded onto a redesigned [Title IX website \(https://titleix.tamu.edu\)](https://titleix.tamu.edu) for ease of access to key resources in one place;
- Hiring of additional counselors, investigators, a deputy coordinator and case managers to pace with the growth in student body enrollment and need;
- Positioning staff at various locations on the university's expansive campus to allow for greater access and discretion for students;
- Release of a [sanctioning matrix model \(https://titleix.tamu.edu/sanctioning-matrix/\)](https://titleix.tamu.edu/sanctioning-matrix/) for full transparency in severity of violation that clearly shows how each violation can result in reprimand, probation, suspension or expulsion;
- Additional trainings scheduled for employees who are required to report violations. This includes learning how to better help someone who has filed a grievance; and

- A notation made on all transcripts when there is an academic or conduct case resulting in separation from the university, including for suspension or expulsion.

The complete recommendations and actions underway resulting from the external and internal reviews [can be accessed on Texas A&M Today \(https://today.tamu.edu/2018/08/20/texas-am-releases-reports-on-title-ix-policy-and-procedures/\)](https://today.tamu.edu/2018/08/20/texas-am-releases-reports-on-title-ix-policy-and-procedures/).

As a campus community, we will continue our dedication and diligence to ensure that Texas A&M is a safe place to learn and work. We ask that everyone be engaged in this critical work by continuing to learn about these issues, practicing bystander intervention, and supporting those impacted by violence.

We are Aggies and that means we face problems and find solutions together, centered by our core values.

I look forward to continuing discussions on these critical issues.

Sincerely,

Jennifer Smith  
Assistant Vice President and Title IX Officer  
Department of Civil Rights and Equity Investigations  
Texas A&M University