

302 & 323).

3.06 Department of Public Safety Services (Secure Areas of Building Only in the Charles W. Tackett University Police Building 2424 Sam Houston Avenue; Huntsville, Texas 77340).

3.07 Buildings, grounds, or other University venues hosting a University Interscholastic League Event (Official, Sanctioned Competitions).

4. Student and Employee Discipline or Grievance Hearings and Appeals Procedures

It is recognized that student discipline and employee grievance proceedings are held in multi-use venues. During the period a venue is used for such proceedings, the venue shall be a PCCL. The Dean of Students' or the Director of Human Resources may designate a room to be used for a proceeding that will be a PCCL. Prior to the proceeding, the student, employee and any additional proceeding participants shall be notified that the disciplinary, grievance, or appeal hearing location is a PCCL. Signage shall be placed at the designated hearing venue at least thirty minutes prior to the proceeding. Proceeding participants may also be given notice through a written document prior to entering the room. At the conclusion of the proceeding, signage shall be removed from the location.

5. University Signage for PCCL Areas

5.01 Signage that is clearly visible, noting that the premise in question is a PCCL, shall be placed in conspicuous areas (entrances). Notice that is given on a card, document, or sign must contain the following language:

Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun.

NON DISCRIMINATION STATEMENT

Sam Houston State University, in accordance with applicable federal and state law (including Title VII and Title IX) and institutional values, prohibits discrimination or harassment on the basis of race, creed, ancestry, marital status, citizenship, color, national origin, sex, religion, age, disability, veteran's status, sexual orientation, or gender identity.

A person who believes that he or she has been subjected to any type of discrimination should report the incident to the appropriate University official, administrator, or supervisor. Students are encouraged to report such incidents to the Director of Equity and Inclusion or the Associate Vice President for Human Resources and Risk Management. Employees and visitors are encouraged to report to the Associate Vice President for Human Resources and Risk Management. Incidents should be reported as soon as possible after the time of their occurrence. No person is required to report discrimination to the alleged offender. Every attempt should be made to keep the information confidential and restricted to only those who have an absolute need to know. A person who makes a complaint should be advised that principles of fairness and due process may

require disclosure to the alleged harasser, who shall be warned against retaliation upon pain of disciplinary action.

Complaints alleging sexual harassment are governed by and investigated under the University's Sexual Misconduct Policy and Procedures.

RACIAL HARASSMENT POLICY

Policy on Prohibition of Racial Harassment

System universities shall provide equal educational opportunities for all students and equal employment opportunities for all applicants and employees, and otherwise foster an environment free of racial intimidation, humiliation, and harassment. Racial harassment, as defined herein, is expressly prohibited.

1. Definition of Racial Harassment

"Racial Harassment" is defined as extreme or outrageous acts or communications that are intended to harass, intimidate, or humiliate students, faculty, staff, or visitors on account of race, color, or national origin and that reasonably cause them to suffer severe emotional distress.

a. It is a violation of the Texas State University System's (TSUS) RULES AND REGULATIONS for any student, faculty, or staff employee to engage in racial harassment of any person on the campuses of the component universities or in connection with a university sponsored activity.

b. It is a violation of the RULES AND REGULATIONS for any student, faculty, or staff person to use authority granted by state law, by system rule, or by university policy to deprive any person of his or her civil rights on a component campus or in connection with a university sponsored activity.

c. If a violation of a TSUS's rule and/or of a university regulation or policy is committed on campus and/or in connection with a university sponsored activity because of the race, color, or national origin of any person directly harmed by such violation, the violator's discriminatory purpose shall be treated as an aggravating factor for the purpose of determining the appropriate penalty.

2. Disciplinary Rules

Students, faculty, and staff employee offenders are subject to disciplinary action as appropriate under the circumstances for violation of this policy.

Procedures for Redressing Racial Harassment Complaints of Students, Faculty, Staff, or Visitors shall be in accordance with published procedures established by the component universities. All complaints shall be considered informal until they are filed in writing.

Once a disciplinary penalty is imposed, the accused, whether a student or a faculty or staff employee, shall have his/her full right to invoke applicable appeal procedures according to existing university policies.

TITLE IX

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education.