

## Texas Faculty Association

The Texas Faculty Association (TFA) is a non-profit organization that formed in 1985 to protect the rights of higher education faculty and support staff.

It is dedicated to academic freedom, collegiality across all faculty ranks, faculty participation in governance, and continued improvement of teaching, scholarship and creativity in every college, university and postsecondary institution in Texas.

Affiliated with the Texas State Teachers Association and the National Education Association, TFA has the resources and skills to assist college and university employees whenever problems arise.

In addition to a strong, collective voice in the legislature, TFA provides the best coverage for members who are facing lawsuits, filing grievances, and TFA offers up to \$6,000,000 in liability insurance and more. **Note:** Membership must be secured for a stipulated period of time prior to the use of certain legal services. See System Policy [31.01.06](#) regarding unions and collective bargaining of state employees. You may visit the TFA website for more information:

Texas Faculty Association  
316 West 12<sup>th</sup> Street  
Austin, TX 78701  
Phone: 1-800-364-8452  
Fax: 1-512-486-7054  
[www.tfaonline.net](http://www.tfaonline.net)

## Sexual Harassment

Prairie View A&M University is dedicated to excellence in teaching, research and service. It is committed to values and policies that enhance respect for individuals and their culture. The student body and workforce are comprised of people of color, women, immigrants, non-traditional students and persons with disabilities. To reap the rewards of diversity, the University has developed and will continue to develop policies and programs that combat bigotry and other biases in all their forms and will build on the strengths offered by a multicultural, multiracial and multigenerational campus.

The University shall be free from all forms of sexual discrimination and sexual harassment. Sexual misconduct is prohibited and will result in appropriate sanctions.

Sexual harassment, a form of sex discrimination, creates an atmosphere that is harmful to the university's academic mission. It interferes with one's ability to perform duties as student or employee. Sexual harassment creates an environment of disrespect, insensitivity and mistrust. This policy provides information every member of the University community should read and understand. It defines sexual harassment according to federal law and University policy, discusses impermissible conduct and offers procedures for seeking help.

Prairie View A&M University absolutely will not tolerate sexual harassment of any student, faculty, staff or visitor. The community must address allegations as they occur without delay. The responsibility for eliminating sexual harassment rests on the shoulders of the entire