

May 5, 2016

## MEMORANDUM

**TO:** Texas A&M University Faculty, Staff, Students and Administrators

**SUBJECT:** Commitment to Equal Employment Opportunity/Affirmative Action for Minorities, Women, Individuals with Disabilities and Veterans

Texas A&M University is committed to providing equal opportunity and access to the programs, services and employment offered through our university. A top priority of this administration is to create an environment which supports diversity campus wide and increases awareness of the globally connected world in which we live for faculty, staff and students. To help meet this priority, all university employees have the responsibility to create an environment in which individuals are treated with dignity and respect and are afforded equal treatment under the law. Moreover, we must all be held accountable for achieving this goal.

To promote this commitment, and in compliance with Executive Order 11246, the university has developed an Affirmative Action Program that documents the policies, practices and procedures to support equal treatment for all applicants and employees and assure, in good faith, equal access and affirmative action for women, minorities, individuals with disabilities and veterans at all levels of its workforce. It is our policy to not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by law.

Please help me make Texas A&M a place where all are made to feel welcome and included, through your actions and statements, to support our goals of equal employment opportunity, equal access and affirmative action. The university's Affirmation Action Program document may be viewed on the Human Resources website at <http://employees.tamu.edu/managers/affirmative-action/> online. If you have any questions about this memorandum or our affirmative action program, please contact Janelle R. Ramirez, Interim Vice President for Human Resources and Organizational Effectiveness, at [janelle@tamu.edu](mailto:janelle@tamu.edu), or 979.862.1723.



Michael K. Young