



August 7, 2023

To: Faculty, Staff, and Students of Texas A&M University-Commerce

From: Mark Rudin  
President

Texas A&M University-Commerce periodically reaffirms its commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Affirmative Action Educational Institution. This serves as a reminder to all within our community that faculty, staff, and students must conduct themselves in a manner free of unlawful discrimination, harassment and related retaliation of any kind in the educational processes and in interactions within the workplace.

As an academic community, our mission is enhanced by the robust exchange of ideas that occurs within an educational and work environment that is conducive to the personal and professional development of every employee. Individuals who live, work, teach, and study within this community are expected to contribute positively to the environment and to refrain from behaviors which threaten the freedom or respect that every member of our community deserves.

To ensure compliance with Executive Order 11246, A&M-Commerce has developed an Affirmative Action Plan and is committed to complying with all state and federal laws, and The Texas A&M University System policy and regulation governing equal employment opportunity and affirmative action. Each employee and student is responsible for creating an atmosphere that values and nurtures community, respect, and accessibility. I ask your support in fostering a culture of inclusion by doing your part, through your actions and statements, to support our goals of equal opportunity, equal access and affirmative action for people of all backgrounds who live, learn, and work at A&M-Commerce.

#### **NONDISCRIMINATION NOTICE**

A&M-Commerce will comply with all federal, state, and local laws prohibiting discrimination on the basis of race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age, disability, genetics, status as a disabled veteran or protected veteran, or any other legally prohibited basis, in admissions, educational programs, or employment of faculty or staff. This includes the prohibition of harassment, intimidation, threats, coercion, discrimination, or retaliation against employees and applicants for employment for having filed a complaint, assisted in an investigation, or otherwise exercised their rights under the executive order.

All current and prospective students and employees of Texas A&M University-Commerce may direct their questions to the Office of Human Resources at 903-468-3021 or by email at [HR.AffirmativeAction@tamuc.edu](mailto:HR.AffirmativeAction@tamuc.edu).

Office of the President  
Texas A&M University-Commerce, P.O. Box 3011, Commerce, Texas 75429-3011 Phone: 903.886.5014 Fax: 903.886.5010