



April 21, 2020

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

From: Mark Rudin  
President

A handwritten signature in black ink, appearing to be 'MR.', is placed to the right of the printed name 'Mark Rudin'.

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 educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive learning environment, with a diverse student body, faculty and senior level administrative staff. We are dedicated to maintaining a nurturing and respectful learning environment. 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.

#### **NONDISCRIMINATION NOTICE**

A&M-Commerce will comply with all federal and state laws prohibiting discrimination on the basis of race, color, sex, religion, national origin, age, disability, genetic information, or veteran status. Furthermore, we will maintain an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression. Illegal discrimination is prohibited in areas such as admissions, recruitment, selection, promotion, demotion, transfer, lay-off, termination, and selection for educational programs or any other forms of compensation or benefits.

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 is responsible for creating an atmosphere that values and nurtures community, respect, and accessibility. Please help me foster 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.

All current and prospective students and employees of Texas A&M University-Commerce may direct their questions to the Office of Human Resources at 903-468-8741 or by email at [HR.AffirmativeAction@tamuc.edu](mailto:HR.AffirmativeAction@tamuc.edu).

Office of the President

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