



Office of the Chancellor
THE TEXAS A&M UNIVERSITY SYSTEM

April 26, 2022

MEMORANDUM

TO: System Offices Employees

SUBJECT: Reaffirmation of Commitment to Equal Opportunity, Access, and Affirmative Action

The Texas A&M University System Offices is a federal contractor subject to the provisions of Executive Order 11246, as amended. Implementing regulations from the U.S. Department of Labor require that each federal contractor issue an equal opportunity statement demonstrating its commitment to affirmative action and nondiscrimination in recruitment, hiring, training, and promotions in all job titles. 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.

The Texas A&M University System is committed to providing an educational and work environment that is conducive to the personal and professional development of every employee. The Chief Executive Officers of the A&M System universities and agencies are responsible for providing an equal opportunity environment, and each System employee is accountable for creating an atmosphere that values and nurtures community, respect, and accessibility.

The A&M System is committed to serving the state's students and citizens through education, leadership development, research, and service. We will meet these goals through a dynamic and diverse workforce that effectively responds to our constituents. We will expand our efforts to build on each other's ideas, expertise, values, styles, expressions, perspectives, and experiences. Accordingly, the A&M System does not discriminate or permit harassment against any individual on the basis of race, color, religion, sex, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity, or any other legally prohibited basis, in admissions, educational programs, or employment of faculty or staff.

It is my firm commitment to ensure that equal opportunity and access will be provided throughout the A&M System to all current and prospective students and employees. If you have any questions related to equal opportunity, access, or affirmative action, please direct them to Dr. Nicole A. Roberson, Director, Equal Opportunity and Diversity, (979) 458-6203, or by email at nroberson@tamus.edu. Please join me in this commitment.



John Sharp
Chancellor