



## MEMORANDUM

**To:** Faculty, Staff, and Students of Texas A&M University-Commerce  
**Date:** January 24, 2013  
**Subject:** Commitment to Equal Employment Opportunity, Access, and Affirmative Action

Texas A&M University-Commerce periodically reaffirms our commitments as an equal opportunity/affirmative action institution.

A&M-Commerce will comply with all state and federal laws that prohibit discrimination on the basis of race, color, religion, sex, age, national origin, disability, genetic information, or veteran status in all employment and educational practices. 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.

This commitment is grounded in Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973 (Sections 503 & 504); the Americans with Disabilities Act of 1990, as amended; the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; the Equal Pay Act of 1963, as amended; the Genetic Information Nondiscrimination Act of 2008; the Texas Commission on Human Rights Act of 1963, as amended; and Executive Order 11246. Texas A&M University-Commerce also complies with the Family and Medical Leave Act of 1993.

Employees, applicants, and students of Texas A&M University-Commerce may view the Equal Opportunity/Affirmative Action Plan in the Office of Institutional Diversity and Equity during regular business hours (8:00 a.m. – 5:00 p.m., Monday through Friday).

Your support and cooperation in referring qualified applicants to A&M-Commerce will indeed contribute to the university achieving its Equal Opportunity/Affirmative Action goals. We appreciate your assistance. If you have questions regarding our equal opportunity requirements, please call the Office of Institutional Diversity and Equity at (903) 886-5004.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan R. Jones".

Dan R. Jones, Ph.D.  
President

Office of the President

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