



April 19, 2024

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 appreciate your support in helping make Texas A&M University-Commerce a place where all are made to feel welcome and furthering our goals of equal employment opportunity and equal access.

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.