

October 5, 2011

MEMORANDUM

TO: Campus Community

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

Texas A&M University-Corpus Christi is committed to ensuring an environment in which diversity is a fundamental value. We believe that greater diversity will enhance the quality of A&M-Corpus Christi and enrich understanding between students, employees and the entire community.

Accordingly, we are committed to providing equal opportunity without regard to race, color, sex, religion, national origin, age, veteran status, or disability. Furthermore, this commitment extends beyond simply achieving numerical diversity, to that of also maximizing our diversity in the intellectual and social life of our campus. This vow to prepare students for responsible participation in a diverse global community, through excellence and engagement, is the hallmark of a great university. Therefore, every Islander is responsible and accountable for providing a work and academic environment where everyone feels included and is treated with dignity and respect.

Moreover, Texas A&M-Corpus Christi will promptly and thoroughly investigate all complaints of discrimination, sexual harassment, and related retaliation in accordance with applicable federal and state laws, *A&M System Policy 08.01* and *Regulation 08.01.01*, and university rules and/or procedures. Sexual harassment is a form of discrimination based on sex. It is defined as unwelcome conduct of a sexual nature, which includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual violence, which includes rape, sexual assault, sexual battery, and sexual coercion, is a form of sexual harassment. Any member of the campus community or public who witness, are subjected to, or are informed about of incidents of discrimination, sexual harassment, and/or related retaliation involving faculty, staff, or students should contact Mr. Samuel Ramirez, Director, Employee Relations & Equal Opportunity at (361) 825-5826, Corpus Christi Hall, Room 130.

Additionally, Mr. Ramirez is responsible for coordinating and monitoring the implementation of the University's Equal Opportunity (including the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and Title IX of the Education Amendments) diversity, and affirmative action programs. Please contact him regarding questions and/or concerns about implementation efforts, or your rights under these programs.

It is essential that we create and maintain an inclusive campus where respecting the diverse cultures around us becomes a part of the natural lifestyle at our place of work and study. As we grow in size and prominence, let us become the role model for others. Please join me in embracing these values and supporting our development as a global community.



Flavius C. Killebrew
President/CEO