MEMORANDUM

TO: Faculty, Staff and Students

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

The responsibility and privilege for educating and training the future leaders of the state and nation carries with it the duty to adhere to the highest ethical principles and standards. Greater diversity will enhance the quality of Texas A&M University-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, sexual orientation, gender identity, religion, national origin, age, genetic information, veteran status, or disability. This commitment extends beyond non discrimination and simply achieving numerical diversity to that of--inclusive excellence 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, 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 sex-related verbal, physical, or nonverbal conduct (e.g., sexually based stalking, videotaping, “sexting” & voyeurism). Sexual violence, which includes rape, sexual assault, sexual battery, sexual coercion, and dating/domestic violence, is a form of sexual harassment/discrimination.

Employees must, and students and the public are strongly encouraged to, report known or suspected incidents of illegal discrimination, sexual harassment, and/or related retaliation involving faculty, staff, or students, to Mr. Samuel Ramirez, Director, Employee Development & Compliance Services & Title IX Coordinator, or Dr. Rosie Ruiz, Associate Director & Deputy Title IX Coordinator at (361) 825-5826, Corpus Christi Hall, Room 130. They will oversee the prompt and thorough investigation and adjudication of all
complaints of discrimination, sexual harassment, interpersonal violence, 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. Supervisors (in consultation with the Title IX office) will take immediate and appropriate corrective action. Criminal sex offenses, and hate and other crimes may also be reported to the University Police Department (UPD) at Ext. 4444.

Additionally, Mr. Ramirez is responsible for coordinating and monitoring the implementation of the University’s equal opportunity, diversity, affirmative action, ethics, and compliance programs, including the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, the Vietnam Era Veterans Readjustment Assistance Act, Violence Against Women Reauthorization Act, Title IX of the Education Amendments (which includes pregnancy and childbirth accommodations), and serves as the State Agency Veteran’s Liaison. Please contact him regarding questions, concerns, or your rights under these programs.

In order to further meet our responsibilities to recent revisions in federal and state law, along with TAMUS regulations, employees and first-year students will be required to complete online training regarding sexual harassment, sexual assault, dating violence, and stalking.

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.

With best regards,

Kelly M. Miller, Ph.D.
President & CEO
Texas A&M University-Corpus Christi
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, or gender identity 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. Joni Baker, Director, Equal Opportunity and Diversity, (979) 458-6203, or by email at jbaker@tamus.edu. Please join me in this commitment.

John Sharp
Chancellor
MEMORANDUM

TO: A&M System Employees

SUBJECT: Reaffirmation of Commitment to Ethics and Compliance

The Texas A&M University System is committed to the highest ethical and compliance standards in all operational areas. Activities undertaken by system faculty, staff and students should be conducted in accordance with strict ethical principles and in compliance with federal and state laws and regulations, system standards and other applicable requirements. We must promote an organizational culture that encourages ethical conduct and a commitment to compliance.

The Risk, Fraud and Misconduct Hotline is independently operated and available 24 hours a day, 7 days a week by calling 1-888-501-3850. There is also a link on the bottom of all System websites. The hotline is a telephone and web-based reporting system operated by a third party vendor that provides a way to anonymously report instances of misconduct.

If you have any questions related to the Ethics and Compliance program, please contact Janet Gordon, System Ethics and Compliance Officer, at 979-458-6008 or by email at janetgordon@tamus.edu, or your institutional compliance officer. For further information, including a list of the A&M System Compliance Officers, please visit the Ethics and Compliance website at https://www.tamus.edu/legal/ethics-and-compliance/

John Sharp
Chancellor

cc: Chair, Board of Regents Committee on Audit