



TEXAS A&M  
UNIVERSITY  
CORPUS  
CHRISTI

OFFICE OF THE  
PRESIDENT



Sept. 1, 2022

MEMORANDUM

**TO: Islander 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 nation's future leaders carry the duty to adhere to the highest ethical principles and standards. Diversity enhances the quality of education at Texas A&M University-Corpus Christi and enriches understanding between students, employees, and our community. The university complies with Executive Order 11246, as amended. Regulations from the U.S. Department of Labor require that we issue an equal opportunity statement demonstrating our commitment to affirmative action and nondiscrimination in recruitment, hiring, training, and promotions in all job titles.

Texas A&M University-Corpus Christi is committed to providing equal opportunity regardless of race, color, sex, sexual orientation, gender identity, religion, national origin, age, genetic information, veteran status, or disability. This commitment extends beyond nondiscrimination and simply achieving numerical diversity to that of inclusive excellence in the intellectual and social life of our campus. Every Islander is responsible and accountable for providing a work and academic environment where everyone feels included and is treated with dignity and respect.

Additionally, sexual harassment is a form of discrimination based on sex. It is defined as unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other sex-related verbal, physical, or nonverbal behavior (e.g., sexually based stalking, videotaping, "sexting," and 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 related retaliation involving students, faculty, and/or staff. The university, in coordination with the Texas A&M University System, will promptly and thoroughly investigate and adjudicate 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, Regulation 08.01.01, and university rules and procedures. Criminal sex offenses, hate crimes, and other crimes may also be reported to the University Police Department at 361.825.4444.

To further meet our responsibilities to recent revisions in federal and state law and A&M System regulations, employees and first-year students are required to complete online training regarding sexual harassment, sexual assault, dating violence, and stalking.

If you have questions, please contact Mr. Samuel Ramirez, Director of Employee Development and Compliance Services and Title IX Coordinator at 361.825.5826. As the university grows, let us continue to serve as a 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 and CEO  
Texas A&M University-Corpus Christi