



TEXAS A&M INTERNATIONAL UNIVERSITY

A Member of The Texas A&M University System

Office of the President

MEMORANDUM

TO: All TAMIU Employees and Students

FROM: Dr. Pablo Arenaz, President

DATE: April 2, 2024

RE: Reaffirmation of Commitment to Equal Opportunity, Access, and Affirmative Action

Texas A&M International University (TAMIU) is committed to providing an educational and work environment that is conducive to the personal and professional development of every employee. TAMIU is responsible for providing an equal opportunity environment and is accountable for creating an atmosphere that values and nurtures community, respect, and accessibility.

TAMIU is committed to serving the State's students and citizens through education, leadership development, research, and service. We strive to meet these goals through a dynamic workforce that effectively responds to our constituents as we build on each other's ideas, expertise, values, styles, expressions, perspectives, and experiences. Such distinctiveness enhances the University's quality and enriches understanding among students, employees, and the community as a whole. Accordingly, TAMIU does not discriminate or permit harassment against any individual on the basis of race; ethnicity; color; national origin; religion; age; sex; pregnancy, childbirth, or related medical conditions; sexual orientation; gender identity; genetic information; disability; or veteran status in admissions, educational programs, or employment of faculty, administration, and staff.

TAMIU will promptly and thoroughly investigate all complaints of discrimination, sexual harassment, and related retaliation in accordance with applicable federal and state laws, *Texas A&M University System Policy 08.01, Civil Rights Protections and Compliance, Regulation 08.01.01, Civil Rights Compliance*, and University rules and procedures.

Any member of the campus community or public who has a question or concern regarding the University's affirmative action, and equal opportunity programs, including the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and Veterans employment, may contact the Office of Compliance at 956-326-2855, Killam Library Building, Room 159.

Any member of the campus community or public who is aware of incidents of discrimination, including discrimination against pregnant and parenting students, sexual harassment, and/or related retaliation involving faculty, staff, or students may contact the Title IX Office (under the Office of Compliance) at 956-326-2857 or TitleIX@tamiu.edu, Killam Library Building, Room 159B. The Title IX Office coordinates and monitors compliance of Title IX of the Education Amendments.

It is my firm commitment to ensure that equal opportunity and access will be provided to all current and prospective students and all employees at TAMIU. Please join me in this effort to maintain our campus culture.

I thank you for your cooperation.

PA/mr