



OFFICE OF THE PRESIDENT

To: Texas A&M University-Kingsville Students and Employees
From: Dr. Robert H. Vela Jr
Date: August 7, 2023
Subject: Reaffirmation of Commitment to Equal Opportunity, Access and Affirmative Action

Texas A&M University-Kingsville 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.

Accordingly, Texas A&M University-Kingsville does not discriminate or permit harassment against any individual on the basis of race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age, disability, genetics, status as a disabled veteran or protected veteran, or any other legally prohibited basis, in admissions, educational programs, or employment of faculty or staff. This includes the prohibition of harassment, intimidation, threats, coercion, discrimination, or retaliation against current students, applicants for enrollment, employees, and applicants for employment, for having filed a complaint, assisted in an investigation, or otherwise exercised their rights under the executive order.

Texas A&M University-Kingsville is committed to providing an educational and work environment that is conducive to the personal and professional development of each individual student and employee. The Chief Executive Officers of the A&M System universities and agencies are responsible for achieving an equal employment opportunity environment, and each System employee is accountable for creating an atmosphere that values and nurtures community, respect, and accessibility.

Texas A&M University-Kingsville is committed to serving students and community members through education, leadership development, research and service. We will meet these goals through a dynamic workforce that effectively responds to our constituents. It is my firm commitment to ensure that equal employment opportunity and access will be provided throughout the university to all current and prospective students and employees. Please join me in this commitment.

A handwritten signature in black ink, appearing to read "Robert H. Vela Jr.", is written over a horizontal line.

Dr. Robert H Vela Jr.

President of Texas A&M University-Kingsville

If you have any questions or concerns related to equal employment opportunity, equal access, affirmative action or requests for disability accommodations, please direct them to the following individual who has been designated as the university's acting Section 504 and Americans with Disabilities Act Coordinator.

Derek Gonzales, Interim Associate Director of Human Resources

College Hall, Suite 210
955 N. University Blvd.
Kingsville, Texas 78363
derek.gonzales@tamuk.edu
(361) 593-3705

Office of Employee Services Mailing Address:

700 University Blvd, MSC 107
Kingsville, TX 78363

Students may contact the Disability Resource Center located at Student Health and Wellness to request accommodations:

Disability Resource Center

1210 N. Retama St.
Kingsville, TX 78363
(361) 593-3024
drc.center@tamuk.edu

Complaints alleging discrimination based on a protected class (race, color, religion, age, sexual orientation, gender identity, sex, national origin, disability, veteran status or genetic information) can be filed with the following individual who has been designated as the university's Chief Ethics and Compliance Officer:

Joe Henderson, Chief Ethics and Compliance Officer

Lewis Hall, Suite 130
700 University Blvd. MSC 221
Kingsville, Texas 78363
joe.henderson@tamuk.edu
(361) 593-4758

Office of Compliance Mailing Address:

700 University Blvd., MSC 221
Kingsville, Texas 78363

The following individual is designated as the university's Coordinator for Title IX of the Education Amendments of 1972, responsible for inquiries and complaints alleging discrimination in educational programming and access based on sex:

Tasha Clark, Title IX Coordinator

Lewis Hall, Suite 130
700 University Blvd. MSC 221
Kingsville, Texas 78363
Tasha.Clark@tamuk.edu
(361) 593-4761

Anonymous Reporting available through EthicsPoint:

1-888-501-3850

<https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html>

Questions concerning Title IX may also be directed to the Assistant Secretary for Civil Rights, U.S. Department of Education, Office for Civil Rights, 400 Maryland Avenue, SW Washington, D.C., 20202-1100, 1-800-421-3481, OCR@ed.gov.

All other complaints may be filed with the Office of Employee Services (contact information can be found above) or the Office of the Dean of Students:

Office of the Dean of Students

Student Union Building, Room 306

1050 W. Santa Gertrudis Ave.

Kingsville, Texas 78363

Kirsten.Comparry@tamuk.edu

(361) 593-3606

Office of the Dean of Students Mailing Address:

700 University Blvd., MSC 133

Kingsville, Texas 78363