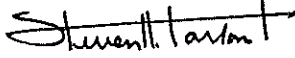


TO: Texas A&M University-Kingsville Students and Employees  
FROM: Steven H. Tallant, President   
DATE: December 22, 2014  
SUBJECT: Reaffirmation of Commitment to Equal Employment Opportunity, Access and Affirmative Action

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, collegiality and accessibility.

Texas A&M University-Kingsville is committed to serving the state's student and citizens through education, leadership development, research and service.

I am committed to meeting these goals through a dynamic and diverse workforce that effectively responds to our constituents. It is my firm commitment to ensure that equal employment opportunity, equal treatment, and equal access to programs and activities will be provided to Texas A&M University-Kingsville's students, employees, prospective employees, and the public. To achieve this goal, discrimination based on a person's race, color, religion, age, sex, national origin, disability, veteran status or genetic information is strictly prohibited as defined by federal law and state statute. These protections extend to employment and admissions decisions.

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 Section 504 and Americans with Disabilities Act Coordinator:

Karen B. Royal, Director of Compliance  
(361) 593-4758  
Lewis Hall, Room 130  
700 University Blvd. MSC 221  
Kingsville, Texas 78363  
karen.royal@tamuk.edu

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:

Ms. Amy O'Neill  
(361) 593-4761  
Lewis Hall, Room 130  
700 University Blvd., MSC 221  
Kingsville, Texas 78363  
Amy.oneill@tamuk.edu

Questions concerning Title IX may also be directed to Ms. Catherine Lhamon, Assistant Secretary for Civil Rights, U.S. Department of Education, Washington, D.C., 20202-1100.  
Please join me in this commitment.