



Office of the President

MEMORANDUM

TO: All University Employees

FROM: J. Patrick O'Brien, President

A handwritten signature in black ink, reading 'J. Patrick O'Brien'.

DATE: January 15, 2008

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

West Texas A&M University is dedicated to providing a learning and working environment that is free of discrimination, harassment, and retaliation for all employees, students, and visitors. Our commitment to equal employment opportunity, program accessibility, and affirmative action must occur in all aspects of our daily operations and everyone must take responsibility for creating an atmosphere that values diversity and promotes inclusion, fairness and respect.

There are several training courses available through HR Connect to enhance our understanding of the laws and responses to workplace issues. Also, The Texas A&M University System Policies and Regulations, <http://tamus.edu/offices/policy/intro.htm>, provides important information in addressing issues encountered at the workplace. I strongly encourage you to utilize these resources and continue making West Texas A&M University a wonderful and enjoyable place to work.

If you have any questions relating to equal employment opportunity or affirmative action, please contact Fran D. Campos, Assistant Director of Personnel Services/EEO Officer, at 651-3150 or by email at fcampos@wtamu.edu. Also, you may contact Mark Hiner, Director of Personnel Services, at 651-2116 or by email at mhiner@mail.wtamu.edu.