



Office of the President
TARLETON STATE UNIVERSITY

April 20, 2010

MEMORANDUM

TO: Tarleton Employees

FROM: F. Dominic Dottavio
President

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

Tarleton State University is governed by a strong commitment to equal employment opportunity and affirmative action, and this commitment is clearly expressed in its Affirmative Action Plan. It is the policy of Tarleton State University to provide employment, training, levels of compensation, transfer and promotion opportunities, demotion, layoffs, terminations, and other employment actions without regard to race, color, religion, sex, national origin, age, disability status, or status as a Protected Veteran.

Tarleton State University reaffirms its commitment to maintaining and improving a comprehensive program ensuring the University complies with state and federal equal employment opportunity and affirmative action guidelines. All administrators, faculty, and staff members shall commit themselves to support Tarleton's equal employment and educational admissions objectives by:

- Recruiting, hiring, training, and promoting persons in all job classifications without regard to their protected category, or any other non-job-related characteristic.
- Ensuring all personnel actions relating to compensation, benefits, promotions, transfers, terminations, training, work conditions, and educational attainment are administered in a nondiscriminatory manner.
- Ensuring candidates representing all protected categories are reasonably recruited for job vacancies. Advertisements will not express a preference for applicants of a particular protected category.

A copy of the Affirmative Action Plan for Women and Minorities, and the Plan for Individuals with Disabilities and Protected Veterans are available online at the Human Resources web site or provided in print upon request from the Department of Human Resources by calling (254) 968-9128, emailing employment@tarleton.edu, or by sending a written request to Department of Human Resources, Box T-0510, Stephenville, Texas 76402.