

**Rule No. 33.02.01.T1 (Effective 9/1/97, Revised 9/1/03)**

## **Affirmative Action Plan**

**PURPOSE:** To establish a comprehensive program to ensure Tarleton State University complies with federal equal employment opportunity and affirmative action guidelines.

**RULE:** 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.

### **EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT**

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, gender, national origin, age, disability status, or status as a veteran, including disabled veterans and Vietnam era veterans. Tarleton now reaffirms its commitment to this policy of equal employment opportunity.

Equal Opportunity is in full compliance with: the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973 (Section 503,504); the Vietnam Era Veterans Readjustment Assistance Act of 1974; Texas Statute 6252-14, V.A.T.S.; Texas Statute 6252-16, V.A.T.S.; the Americans with Disabilities Act of 1990; Executive Order 11246, as amended by Executive Order 11375; Equal Pay Act of 1963; and the Family and Medical Leave Act of 1993.

I, as President of Tarleton State University, direct all administrators, faculty, and staff members to commit themselves to support Tarleton's equal employment and educational admissions objectives. Specifically, the Director of Human Resources, who also serves as Tarleton's Affirmative Action Officer, is charged with the administrative responsibility for ensuring compliance in both faculty and non-faculty employment activities. This individual also functions as the University's custodian of employment records, ensuring that all reporting requirements necessary to comply with the Affirmative Action Plan are met.

A copy of the Affirmative Action Plan may be inspected during normal business hours by contacting the Affirmative Action Officer: by calling, (254) 968-9128; writing, Affirmative Action Officer, Box T-0510, Stephenville, Texas 76402; visiting, the Department of Human Resources, Administrative Annex Building, Room 106; or visiting the Tarleton web site at <http://www.tarleton.edu/policy/affirmativeaction.html>