TO: Tarleton Employees
FROM: F. Dominic Dottavio
President
SUBJECT: Reaffirmation of Commitment to Equal Employment Opportunity, Access and Affirmative Action

September 16, 2008

In an effort to develop an effective affirmative action program, Tarleton State University hereby reaffirms and formalizes its commitment to the principle of equal employment opportunity. Furthermore, it has been a longstanding policy of Tarleton State University to employ and promote qualified personnel without discrimination against any employee or applicant for employment because of his or her protected category or any other non-job-related characteristic.

In reaffirming the affirmative action program, Tarleton State University commits to:

- Recruiting, hiring, training, and promoting persons in all job classifications without regard to their protected category, or any other non-job-related characteristic.
- Ensuring decisions regarding promotions are in accordance with equal employment opportunity requirements by imposing only valid, job-related requirements for such promotions.
- Ensuring all personnel actions relating to compensation, benefits, transfers, terminations, training, and educational attainment are administered in a nondiscriminatory manner.

Tarleton views the principle of equal employment opportunity as a vital element in the employment process and as a hallmark of good management. To ensure equal employment opportunity is achieved through good faith efforts, Tarleton has established various levels of responsibility to both direct and oversee its affirmative action efforts.

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.

A copy of the Affirmative Action Plan may be inspected during normal business hours by contacting the Affirmative Action Officer through the following means:

Tarleton State University
Department of Human Resources
ATTN: Affirmative Action Officer
Box T-0510
Stephenville, Texas 76402
(Physical location on the Tarleton State University campus: Administration Annex Building, Room 106)
Phone: (254) 968-9128
Web Address: http://www.tarleton.edu/~policy/affirmat.htm

c: Dr. Joni E. Baker, Director
The Texas A&M University System Office of Equal Opportunity