



Office of the President
Tarleton State University

MEMORANDUM

TO: Tarleton Employees

FROM: Dr. James Hurley

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

DATE: December 17, 2021

Tarleton State University is governed by a strong commitment to equal employment opportunity and affirmative action. This commitment is clearly expressed in its formal Affirmative Action Plans and is embodied in the University's mission to create a working and learning environment that encourages success and celebrates diversity. 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, genetic information, sexual orientation, gender identity, or veteran status.

As the President of Tarleton State University, I reaffirm the commitment to maintain and improve a comprehensive affirmative action program. In addition, all administrators, faculty, and staff members shall commit themselves to support Tarleton's equal employment and educational 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 Employee Services (Human Resources) web site or provided in print upon request from the Department of Employee Services by calling (254) 968-9128, emailing employment@tarleton.edu, or by sending a written request to Department of Employee Services, Box T-0510, Stephenville, Texas 76402.