



## HUMAN RESOURCES

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August 30, 2023

### MEMORANDUM

TO: ALL TEEEXANS

FROM: David Coatney

A handwritten signature in blue ink that reads "David Coatney".

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

Texas A&M Engineering Extension (TEEX) is a federal contractor subject to the provisions of Executive Order 11246, as amended. Implementing regulations from the U.S. Department of Labor require that each federal contractor issue an equal opportunity statement demonstrating its commitment to affirmative action and nondiscrimination in recruitment, hiring, training, and promotions in all job titles.

Accordingly, TEEX does not discriminate or permit harassment against any individual on the basis of race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age, disability, genetics, status as a disabled veteran or protected veteran, or any other legally prohibited basis, in admissions, educational programs, or employment of faculty or staff. This includes the prohibition of harassment, intimidation, threats, coercion, discrimination, or retaliation against employees and applicants for employment for having filed a complaint, assisted in an investigation, or otherwise exercised their rights under the executive order.

TEEX is committed to providing an educational and work environment that is conducive to the personal and professional development of every employee. The Chief Executive Officers of the A&M System universities and agencies are responsible for providing an equal opportunity environment, and each System employee is accountable for creating an atmosphere that values and nurtures community, respect, and accessibility.

TEEX is committed to continuing to make a difference providing realistic and impactful training to emergency responders worldwide and deploying emergency response personnel and resources during disasters. We will intentionally work to achieve an organizational culture and ethos of safety, teamwork, adaptability, respect, and stewardship. This will be achieved with education, training, communication, and dialogue.

If an employee believes they have been discriminated against, they should immediately contact the Assistant Agency Director, CHRO, Christina Foley, at 979-500-6594 or [Christina.Foley@teex.tamu.edu](mailto:Christina.Foley@teex.tamu.edu). Discriminatory conduct of any kind impedes the realization of the agency's goal and will not be tolerated.