

September 3, 2014

MEMORANDUM

**TO:** Faculty, Staff and Students

**SUBJECT:** Reaffirmation of Commitment to Equal Opportunity, Affirmative Action, & Diversity

The responsibility for educating and training the future leaders of the state and nation carries with it the duty to adhere to the highest ethical principles and standards. Greater diversity will enhance the quality of Texas A&M University-Corpus Christi and enrich understanding between students, employees and the entire community.

Accordingly, *we are committed to providing equal opportunity without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, age, genetic information, veteran status, or disability.* This commitment extends beyond simply achieving numerical diversity to that of inclusive excellence in the intellectual and social life of our campus. This vow to prepare students for responsible participation in a diverse global community, through excellence and engagement, is the hallmark of a great university. *Therefore, every Islander is responsible and accountable for providing a work and academic environment where everyone feels included and is treated with dignity and respect.*

Moreover, sexual harassment is a form of discrimination based on sex. It is defined as unwelcome conduct of a sexual nature, which includes unwelcome sexual advances, requests for sexual favors, and other sex-related verbal, physical, or nonverbal (e.g., sexually based stalking, videotaping, “sexting” & voyeurism) conduct. Sexual violence, which includes rape, sexual assault, sexual battery, sexual coercion, and dating/domestic violence, is a form of sexual harassment/discrimination. *Any member of the campus community or public who witnesses, is subjected to, or is informed of incidents of discrimination, sexual harassment, and/or related retaliation involving faculty, staff, or students must contact Mr. Samuel Ramirez, Director, Employee Development & Compliance Services & Title IX Coordinator, or Ms. Rosie Ruiz, Associate Director & Deputy Title IX Coordinator at (361) 825-5826, Corpus Christi Hall, Room 130.* They will promptly and thoroughly investigate all complaints of discrimination, harassment, sexual misconduct and related retaliation in accordance with applicable federal and state laws, *A&M System Policy 08.01 and Regulation 08.01.01*, and university rules and/or procedures. Criminal sex offenses, hate and other crimes must be reported to the University Police Department at Ext. 4444.

Additionally, Mr. Ramirez is responsible for coordinating and monitoring the implementation of the University’s equal opportunity, diversity, affirmative action, ethics, and compliance programs, including the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, the Vietnam Era Veterans Readjustment Assistance Act, and Title IX of the Education Amendments (which includes student absences due to pregnancy and childbirth). Please contact him regarding questions, concerns, or your rights under these programs.

It is essential that we create and maintain an inclusive campus where respecting the diverse cultures around us becomes a part of the natural lifestyle at our place of work and study. As we grow in size and prominence, let us become the role model for others. Please join me in embracing these values and supporting our development as a global community.



Flavius C. Killebrew  
President/CEO

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