

April 28, 2022

**MEMORANDUM**

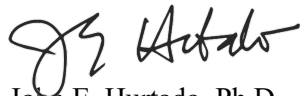
**TO:** Employees of the Texas A&M Engineering Experiment Station

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

Texas A&M Engineering Experiment Station (TEES) is a federal contractor subject to the provisions of Executive Order 11246, as amended. To confirm our continuing commitment to providing equal opportunity in recruitment, hiring, training, and promotions in all job titles, TEES has adopted a policy of affirmative action. TEES is committed to providing an equal opportunity environment that prohibits 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.

To achieve our objectives in the areas of research and service, we are dependent on the effective utilization of our employees and strive to create an atmosphere which values and nurtures collegiality, diversity, and the uniqueness of each employee. We will expand our efforts to build on each other's ideas, expertise, values, styles, expressions, perspectives, and experiences. Accordingly, TEES does not discriminate or permit harassment against any individual on the basis of race, color, religion, sex, national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity, or any other legally prohibited basis.

Through a commitment to the objectives of affirmation action, TEES will foster an environment to attract and retain a diverse workforce that effectively responds to our constituents. Engineering Human Resources has overall responsibility for administering, monitoring, and updating the Affirmative Action Plan on a regular basis. To review a copy of the plan, please contact Executive Director of Engineering Human Resources and Payroll, Nicole Pottberg at (979) 458-7699.



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