

June 8, 2007

## MEMORANDUM

**TO:** All Employees of Texas Cooperative Extension

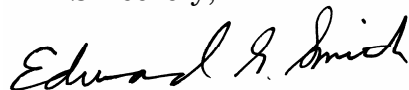
**SUBJECT:** **Reaffirmation of Extension's Commitment to Equal Opportunity, Equal Access, and Affirmative Action**

Texas Cooperative Extension is committed to providing equal opportunity and access to the programs, services, and employment offered through our agency. To help meet this commitment, each employee is held responsible and accountable for creating an environment in which all individuals are treated with dignity and respect and are afforded equal treatment under the law.

In furtherance of our commitment, Texas Cooperative Extension has an Affirmative Action Plan ( <http://aghr.tamu.edu/AAP/TCE-AAP.pdf> ) that documents employment policies, practices, and procedures developed to ensure equitable treatment of all applicants and employees. I firmly believe that adhering to this plan is important to Extension's achievement of excellence.

Please do your part, by your actions and statements, to support our goals of equal opportunity, equal access, and affirmative action. If you have questions about this memorandum, the affirmative action plan, or a related topic, please contact Extension's designated affirmative action officer, Mr. Dan Bogart, at 979-845-3708 or [d-bogart@tamu.edu](mailto:d-bogart@tamu.edu).

Sincerely,



Edward G. Smith  
Director and Associate Chancellor

EGS