

November 1, 2024

**MEMORANDUM**

**TO:** All Texas A&M AgriLife Extension Service Employees

**SUBJECT:** Reaffirmation of Texas A&M AgriLife Extension's Commitment to Equal Opportunity, Access, and Affirmative Action

The Texas A&M AgriLife Extension Service is an Equal Opportunity Employer committed to providing a work environment that facilitates the personal and professional development of every employee. As Director, I am responsible for providing an equal opportunity environment, and each employee is accountable for creating an atmosphere that values and nurtures community, respect, and accessibility for all.

The mission of the Texas A&M AgriLife Extension Service is to make Texas better by providing innovative solutions at the intersection of agriculture, natural resources, youth and health, thereby improving the well-being of individuals, families, businesses and communities through education and service. I am committed to meeting these goals through a dynamic workforce that effectively responds to our constituents by continuing to build on each other's ideas, expertise, values, styles, expressions, perspectives, and experiences. In pursuing its goals, the Texas A&M AgriLife Extension Service does not discriminate against any individual on the basis of any federally protected class, or other legally prohibited basis, educational programs, or employment. 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.

It is my firm commitment to ensure that equal opportunity and access will be provided throughout the Texas A&M AgriLife Extension Service to all current and prospective employees, and to the public. If you have any questions related to equal opportunity, access, or affirmative action, please direct them to Elizabeth Schwartz, Chief Human Resources Officer, 979-845-2423, [elizabeth.schwartz@ag.tamu.edu](mailto:elizabeth.schwartz@ag.tamu.edu). Please join me in this commitment.



Rick Avery, Ph.D.  
Director

**CC:** Chancellor John Sharp  
Dr. Jeffrey Savell  
Ms. Dora Lisa Zavala

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