

August 3, 2023

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 committed to providing an employment and 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 improve the lives of people, businesses, and communities across Texas and beyond through relevant outreach and continuing educational programs and services. 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, perspectives, and experiences. In pursuing its goals, the Texas A&M AgriLife Extension Service 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 employment or educational programs.

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. 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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