



Office of the Chancellor
THE TEXAS A&M UNIVERSITY SYSTEM

February 18, 2026

MEMORANDUM

TO: System Offices Employees
SUBJECT: Commitment to Equal Opportunity

The Texas A&M University System is an Equal Opportunity Employer and abides by the terms of state and federal law which prohibits discrimination and harassment against any individual on the basis of any federally protected class or other legally prohibited basis, in admissions, educational programs, or employment of faculty or staff. 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 under the law.

As a federal contractor subject to the provisions of Section 503 of the Rehabilitation Act (Section 503) and the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), the A&M System continues to comply with those provisions and affirms its commitment to equal opportunity in recruitment, hiring, training, and promotions for Individuals with Disabilities and Protected Veterans. The System extends this commitment to providing an educational and work environment that is conducive to the personal and professional development of every employee. The Chief Executive Officers of the A&M System universities and agencies are responsible for providing an equal opportunity environment, and each System employee is accountable for creating an atmosphere that values and nurtures community, respect, and accessibility.

The A&M System is committed to serving the state's students and citizens through education, leadership development, research, and service. We will meet these goals through a dynamic workforce that effectively responds to our constituents. We will expand our efforts to build on each other's ideas, expertise, values, styles, expressions, perspectives, and experiences. We will continue our land grant mission by ensuring Texans from all walks of life are served by our institutions. We believe serving Texas can be accomplished best by recruiting the brightest and most qualified students, faculty and staff.

It is my firm commitment to ensure that equal opportunity will be provided throughout the A&M System to all current and prospective students and employees. Please join me in this commitment.



Glenn Hegar
Chancellor