

November 18, 2024

**MEMORANDUM**

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

**SUBJECT:** Commitment to Equal Opportunity

Texas A&M Engineering Experiment Station (TEES) is a federal contractor subject to the provisions of Executive Order 11246, requiring each federal contractor to affirm its commitment to equal opportunity in recruitment, hiring, training, and promotions in all job titles.

Accordingly, TEES is an Equal Opportunity Employer and abides by the terms of Executive Order 11246, 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 executive order.

TEES is committed to providing a work environment that is conducive to the personal and professional development of every employee. TEES is responsible for providing an equal opportunity environment, and each TEES employee is accountable for creating an atmosphere that values and nurtures community, respect, and accessibility.

TEES is committed to serving the state of Texas through research, workforce development, commercialization, and service. We will meet these goals through collaboration, innovation, and a supportive work environment. We will expand our efforts to build on each other's ideas, expertise, values, styles, expressions, perspectives, and experiences. We believe serving Texas can be accomplished best by recruiting the brightest and most qualified employees.

As Director of TEES, it is my firm commitment to ensure that equal opportunity will be provided throughout our organization to all current and prospective employees. Please join me in this commitment.

A handwritten signature in cursive script that reads 'Robert H. Bishop'.

Robert H. Bishop  
Vice Chancellor for Engineering, Texas A&M  
University System  
Dean of Engineering, Texas A&M University  
Director, TEES