

The University of Texas Health Science Center at San Antonio

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Office of the President – MSC 7834



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January 1, 2007

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

I wish to reaffirm that The University of Texas Health Science Center at San Antonio will continue to be an Equal Opportunity Employer. The University is committed to the Affirmative Action Program to ensure that both employees and applicants for employment are treated in compliance with all applicable federal and state laws, regulations, and executive orders. In administration of its employment policies and practices and the use of facilities and privileges, we do not discriminate on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability, or veteran status. We will ensure that all qualified persons are given equal opportunity and consideration in regard to recruitment, selection, training, and promotion for all job classifications; and all other personnel actions, including, but not limited to, compensation, benefits, transfers, lay offs, University sponsored training and education, and social/recreational programs. Any person responsible for employment and promotion decisions should ensure that these decisions are based solely on an individual's qualifications for the requirements of the position for which he or she is being considered. The Health Science Center will periodically analyze its personnel actions to ensure compliance with this policy.

The Affirmative Action Program is designed to enhance, encourage, and provide opportunities for employment and advancement to minorities, women, individuals with disabilities, disabled veterans, and Vietnam Era veterans who seek to participate more fully in the life and growth of the Health Science Center. It is the responsibility of all academic department chairpersons, deans, directors, administrative officers, and other supervisory personnel to provide good faith effort toward Equal Employment Opportunity and Affirmative Action.

The University's affirmative action plan is available for inspection during regular business hours at the reference desk of the Briscoe Library and the offices of the President, Executive Vice Presidents, Vice Presidents, Deans, Executive Director of Equal Employment Opportunity/Affirmative Action and Human Resources. A copy of the list of names of the Executive Committee and their locations is available in the Office of Equal Employment Opportunity/Affirmative Action.

If you have questions about Equal Employment Opportunities or Affirmative Action, please contact Dr. Bonnie L. Blankmeyer, Executive Director of Equal Employment Opportunity/Affirmative Action Office, or Mr. Brett L Morris, Assistant Vice President of Human Resources.


Francisco G. Cigarfova, MD
President