



TEXAS TECH UNIVERSITY

Operating Policy and Procedure

**OP 40.01: Equal Employment Opportunity Policy and Affirmative Action Program**

**DATE:** December 20, 2023

**PURPOSE:** Texas Tech University (TTU) is an Equal Employment Opportunity (EEO) employer and is committed to compliance with federal and state employment laws and regulations. This Operating Policy/Procedure (OP) is to establish TTU's EEO policy and Affirmative Action Program (AAP), in compliance with federal and state employment laws and [Executive Order 11246](#) of September 24, 1965, as amended (Executive Order 11246).

**REVIEW:** This OP will be reviewed in December of odd-numbered years by the Texas Tech University System (TTUS) Office of Equal Opportunity (OEO) and TTUS Vice Chancellor and General Counsel with substantive revisions forwarded to the TTU Senior Vice President for Administration & Finance and Chief Financial Officer.

**POLICY/PROCEDURE**

TTU is an EEO employer and does not tolerate unlawful discrimination or harassment of any employee or applicant for employment. TTU has implemented and maintains an Affirmative Action Program as required by [Executive Order 11246](#). TTU's EEO Policy and AAP are governed by Texas Tech University [System Regulation 07.09](#).