



THE UNIVERSITY OF TEXAS AT DALLAS

OFFICE OF THE PRESIDENT

DAVID E. DANIEL

June 12, 2009

The Honorable Rick Perry
Governor of Texas
P. O. Box 12428
Austin, Texas 78711-2428

The Honorable David Dewhurst
Lieutenant Governor of Texas
P. O. Box 12068
Austin, Texas 78711-2068

The Honorable Joe Straus
Speaker of the House of Representatives
P. O. Box 2910
Austin, Texas 78768-2910

Mr. John S. O'Brien
Director, Legislative Budget Board
P. O. Box 12666
Austin, Texas 78711-2666

Mr. Robert Gomez, Division Director
Texas Workforce Commission
101 East 15th Street, Room 144-T
Austin, Texas 78778-0001

Gentlemen:

I am pleased to report that the Civil Rights Division of the Texas Workforce Commission has certified that the personnel policies and procedures of The University of Texas at Dallas comply with the Texas Commission on Human Rights Act. A copy of the Division's certification letter and certificate of compliance is enclosed.

Sincerely,

A handwritten signature in black ink, appearing to read "David E. Daniel".

David E. Daniel
President

Enclosures

101 East 15th Street, Rm. 144-T
Austin, TX 78778-0001
www.twc.state.tx.us

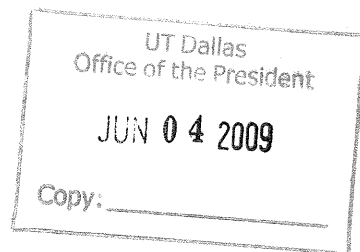


(512) 463-2642
(512) 463-2643 Fax
(888) 452-4778 Toll Free
(512) 371-7473 TTY

**Texas Workforce Commission
Civil Rights Division**

May 29, 2009

Dr. David E. Daniel, Ph, D.
President University of Texas at Dallas
800 West Campbell Road
Richardson, Texas 75080-3021



Dear Dr. Daniel:

Re: CERTIFICATION LETTER
Texas Workforce Commission Civil Rights Division Review of Personnel Policies
and Procedural Systems

Pursuant to the Texas Labor Code, §§ 21.451-456, the Texas Workforce Commission Civil Rights Division (the Division) has reviewed the personnel policies and procedural systems of the University of Texas at Dallas to determine their compliance with the Texas Commission on Human Rights Act (the Act). The Division certifies that the personnel policies and procedural systems of the University of Texas at Dallas are in compliance with the Act. A certificate of compliance is attached.

As specified in the Texas Labor Code, § 21.454, your agency should submit a report to the Governor, the Legislature, the Legislative Budget Board, and the Division within 60 days. A sample report format is attached.

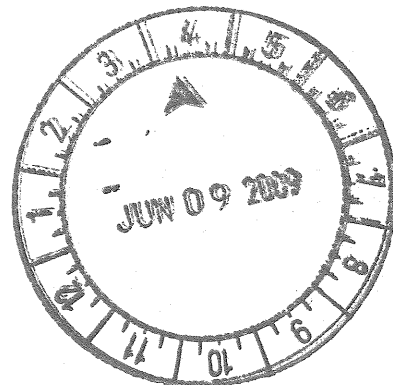
If you have any questions, please contact Tony Robertson, Manager of Training and Monitoring/ADR at (512) 463-4678.

Sincerely

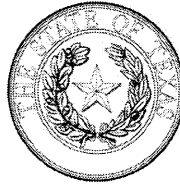
A handwritten signature in black ink, appearing to read "Robert Gomez".

Robert Gomez
Division Director

Attachments: Certificate of Compliance
Sample Report Format



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**Texas Workforce Commission
Civil Rights Division**

CERTIFICATE OF COMPLIANCE

THIS IS TO CERTIFY THAT THE PERSONNEL POLICIES AND PROCEDURAL SYSTEMS OF THE UNIVERSITY OF TEXAS AT DALLAS WERE REVIEWED AND DETERMINED TO BE IN COMPLIANCE WITH THE TEXAS COMMISSION ON HUMAN RIGHTS ACT.

<u>Personnel Policy</u>	<u>Certification Result</u>	<u>Comments</u>
Hiring and Promotions	C	
Performance Evaluations	C	
Disciplinary Actions	C	
Work Place Accommodations	C	
EEO Policy including Sexual Harassment	C	
Compensation (only applicable for public Institutions and systems of higher education)	C	

Key:
C = Certified as compliant with the Texas Commission on Human Rights Act
FPC = Factors Preventing Certification

Disclaimer: Texas Commission on Human Rights' certification is applied to the personnel policy and procedural systems as they are currently used. If policies are revised, the revised policies may or may not be in compliance with the Texas Commission on Human Rights Act.

May 29, 2009
Date of Certification

[Signature]
Robert Gomez
Division Director