

Location:

The Office of Equal Opportunity is located at 217 Martindale

Hours:

The office is open between 8:00 a.m. and 5:00 p.m., Monday through Friday, except during administrative closings.

Contact:

Becki Bressler
Director
Equal Opportunity and Regulatory Compliance
662.915.7735

Gene Rowzee
Assistant Director
Equal Opportunity and Regulatory Compliance
662.915.7735

Honey Ussery
Title IX Coordinator
Equal Opportunity and Regulatory Compliance
662.915.7045

Faculty and Staff should complete on-line training at:

eorc.olemiss.edu

Click on **Training**.

**Office of Equal Opportunity and
Regulatory Compliance**

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University Policies: olemiss.edu/policies

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The Office of Equal Opportunity and
Regulatory Compliance

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The University of Mississippi
Equal Opportunity and Regulatory
Compliance

AFFIRMATIVE

ACTION

GUIDE

For Employees

Affirmative Action Guide

The University of Mississippi provides equal opportunity in education and employment for all qualified persons without regard to race, color, gender, sex, sexual orientation, gender identity or expression, religion, national origin, age, disability, veteran status, or genetic information

What is Affirmative Action?

Affirmative action describes specific actions taken by an institution designed to avoid discrimination against students and employees in regard to recruitment, employment, admissions and participation in University programs and employment.

What is the University's policy on discrimination?

The University of Mississippi does not discriminate against any student, employee or applicant for admission or employment based on:

Race	Religion
Color	National Origin
Gender	Age
Sex	Disability
Sexual Orientation	Veteran Status
Gender Identity or Expression	Genetic Information

What is the role of the Office of Equal Opportunity and Regulatory Compliance

The Office of Equal Opportunity and Regulatory Compliance (EO/RC) develops the **Affirmative Action Plan**, a yearly analysis of areas in which members of protected groups may be underrepresented. The office also monitors the University's compliance with affirmative action/equal opportunity rules and regulations. The Director of EO/RC investigates complaints of discrimination and serves as a liaison between the University and federal enforcement agencies concerned with equal opportunities for minorities and women and also serves as the **Americans with Disabilities Act (ADA)** Coordinator. Any employee who has a bona fide disability and needs a reasonable accommodation should contact this office. The Title IX Coordinator investigates claims of discrimination on the basis of sex in accordance with the **Title IX of the Education Amendment of 1972**.

What is the University's policy on sexual harassment?

The University of Mississippi does not tolerate sexual harassment. Sexual harassment is defined as any unwelcome verbal or physical conduct of a sexual nature when submission to such conduct affects, either explicitly or implicitly, an individual's employment, or when such conduct interferes unreasonably with an individual's working environment. This definition also extends to protect students at the University from sexual harassment in their learning environment. Sexual harassment is gender discrimination.

What can I do if I feel as if I have been discriminated against or sexually harassed?

Any student or employee who feels that he or she has been discriminated against or sexually harassed is entitled to seek relief.

All reports of sexual discrimination and harassment should be made to the Title IX Coordinator, Honey Ussery at 662-915-7045. Reports of all other unlawful forms of discrimination should be made to the Director of EO/RC.

University policy prohibits retaliatory action being taken against any complainant or witness involved in an investigation.

For more information about the University's policies on affirmative action and sexual harassment, see the University's current affirmative action and sexual harassment statements at

eorc.olemiss.edu

or call

662.915.7735