



THE UNIVERSITY of
MISSISSIPPI

Interoffice Memorandum
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TO: All University Employees

FROM: Larry D. Sparks, Interim Chancellor

DATE: February 8, 2019

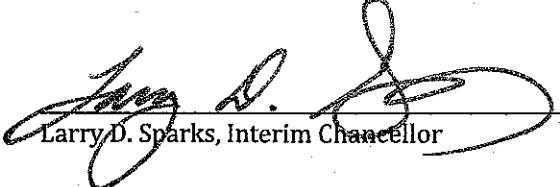
SUBJECT: Reaffirmation of The University of Mississippi Affirmative Action and Equal Employment Opportunity Policy

The University of Mississippi reaffirms its belief and commitment to equal employment opportunity and affirmative action in employment, education and participation in university programs. As part of the commitment to this overall process, there is adherence to federal and state laws and executive orders in respect to nondiscrimination and affirmative action. The University seeks to ensure all aspects of employment and education remain free of unlawful discrimination on the basis of race, color, gender, sex, pregnancy, sexual orientation, gender identity or expression, religion, citizenship, national origin, age, disability, veteran status, or genetic information.

Attached are University of Mississippi policy statements addressing affirmative action and equal employment opportunity and sexual harassment. The University of Mississippi is an EEO/AA/Minority/Female/Vet/Disability/Title VII/Title IX/504/ADA/ADEA employer. More information related to the University's equal opportunity and affirmative action and sexual harassment policies and procedures are available at: <http://eorc.olemiss.edu>.

Responsibility for interpreting and monitoring the University's compliance with equal opportunity and affirmative action law, including oversight of the development and implementation of a written affirmative action program, is assigned to Becki Bressler, Director of Equal Opportunity and Regulatory Compliance. She also serves as the ADA Coordinator. Honey Belle Ussery is the Title IX Coordinator and is the University's primary contact for matters related to Title IX. Ms. Bressler and Ms. Ussery may be contacted with questions and concerns related to affirmative action, equal employment opportunity practices, or Title IX by calling extension 7735.

As Interim Chancellor of the University of Mississippi, I am committed to the principle of equal employment opportunity and consider affirmative action a legitimate, necessary, and meritorious component of institutional management. It is essential that special effort be made to assure continued progress in affirmative action and equal employment opportunity. I urge each member of our University community to join me in supporting these principles and ensuring that nondiscriminatory practices are followed and upheld at the University of Mississippi.


Larry D. Sparks, Interim Chancellor