

Location:

The Office of Equal Opportunity is located at 120 Lester Hall

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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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, pregnancy, sexual orientation, gender identity or expression, religion, citizenship, 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, color, gender, sex, pregnancy, sexual orientation, gender identity or expression, religion, citizenship, national origin, age, disability, veteran status, 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 and also serves as the Americans with Disabilities Act (ADA) Coordinator. 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 prohibits sexual harassment, sexual assault, and other forms of unwelcome sexual contact in order to protect students, faculty, and staff.

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