

Equal Opportunity and Regulatory Compliance

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Equal Opportunity and Regulatory Compliance (EO/RC)

Departmental Staff

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Services EO/RC Provides:

- Enforces federal laws and UM non-discrimination policies
- Investigates complaints regarding discrimination
- Implements job search guidelines
- Conducts training – online training available on our website
- Responds to government agency requests for information
- Coordinates Title IX compliance
- Develops Affirmative Action Plan
- Tracks Applicant flow
- Conducts compensation analysis
- Responds to requests for disability accommodations

Federal Regulatory Agencies

Some of the federal government agencies involved in enforcing the laws that prohibit discrimination on the basis of race, color, religion, gender, national origin, age, veteran status, and disability are:

U.S. Equal Employment Opportunity Commission (EEOC)

U.S. Department of Education Office of Civil Rights (OCR)

U.S. Department of Labor Office Federal Contract Compliance Programs (OFCCP)

U.S. Department of Justice (DOJ)

Applicable Federal Laws

Title VI of the Civil Rights Acts of 1964 as amended, 42 U.S.C. Sec. 2000d, et seq.

Title VII of the Civil rights Act of 1964 as amended, 42 USC Sec. 2000e, et seq.

Title IX of the Education Amendments of 1972

ADA Title I of the American With Disabilities Act of 1990 as amended 42 USC Section 12101, et seq.

ADEA Age Discrimination in Employment Act of 1967 as amended 29 USC Section 621, et seq.

The University of Mississippi

Non-Discrimination Policies

Relevant policies are located in the UM policy directory:

Use keywords: Discrimination or Equal Opportunity to get to these policies.

Equal Employment Opportunity and Affirmative Action

Sexual Harassment

American With Disabilities Act

Non-Discrimination Complaints procedures

Supervision of Minors

Affirmative Action

Executive Order 11246 mandates the University have an Affirmative Action Program.

41 CFR 60-2.10, Federal Register Vol. 165, No. 219 dated Nov. 3, 2000

What Affirmative Action Is Not

What it is not:

It is not a quota program

It is not racial preferences

What Affirmative Action Is

What it is:

An affirmative action program is a **management tool designed to ensure equal employment opportunity.**

A central premise underlying affirmative action is that, absent discrimination, over time an employer's workforce, generally, will reflect the gender, racial and ethnic profile of the **labor pools from which the employer recruits and selects.**

If **qualified** women and **qualified** minorities are not being employed at a rate to be expected given their **availability in the relevant labor pool,** the employer should have policies and procedures in place to try to address this.

The real issue is inclusion in the applicant pool. The idea being to use your best efforts to try to get more **qualified** women and more **qualified** minorities in the applicant pool. The emphasis is on the applicant pool.

Then: Hire the best-qualified person.

Questions

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