

## **Equal Employment Opportunity and Affirmative Action**

**Summary/Purpose:** The purpose of this policy is to define the procedure for insuring compliance with federal regulations.

It is the policy of the University of Mississippi to provide equal opportunity in any employment practice, education program or education activity to all qualified persons. The University complies with all applicable laws regarding equal opportunity and affirmative action and does not unlawfully discriminate against any employee or applicant for employment on the basis of race, color, gender, sex, sexual orientation, gender identity or expression, religion, national origin, age, disability, veteran status, or genetic information. This policy extends to recruitment, employment, promotion, demotion, transfer, lay-off, termination, compensation, training, benefits and all other terms and conditions of employment.

Employment opportunities will not be distinguished on the basis of gender unless gender is a bona fide occupational qualification. Employment opportunities will not be distinguished on the basis of age except where age is reasonably taken into account as a factor necessary to the normal operation or the achievement of any statutory objective of a program or activity administered by the University.

The University will take affirmative action to recruit, employ, and to advance in employment persons who are members of groups that are underrepresented and/or underutilized in the University workforce, including but not limited to minorities, women, individuals with disabilities, disabled veterans, and other protected veterans, including recently separated veterans, active duty, wartime, or campaign badge veterans, armed forces service medal veterans. Reasonable accommodations will be made for otherwise qualified disabled veterans and other persons with disabilities.

The University of Mississippi is a place where equal opportunity for faculty, staff and students is welcomed and embraced both in spirit and in law. The University's commitment is an institutional commitment. Positive results are expected from signatory officers and supervisors whose employment decisions have a direct impact on the attainment of the University's affirmative action goals.

Complaints by faculty members, staff or students should be directed to Becki Bressler, Director of Equal Opportunity and Regulatory Compliance, Post Office Box 1848, 217 Martindale Student Services Center, (662) 915-7735, [eeo@olemiss.edu](mailto:eeo@olemiss.edu).