



Equal Opportunity and Regulatory Compliance

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Introduction

- ✦ A. Federal Regulatory Agencies
- ✦ B. Applicable Federal Laws
- ✦ C. The University of Mississippi Non-Discrimination Policies
- ✦ D. Services EO/RC and SDS Provide
- ✦ E. What Affirmative Action Is / Is Not

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 VII

- 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

✧ Title VI

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

✧ 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 Nondiscrimination Policies

✦ Relevant policies are located in the UM policy directory at:

<https://secure4.olemiss.edu/umpolicyopen/SearchPolicies.jsp?searchType=KWD>

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

- ◆ Equal Employment Opportunity and Affirmative Action - ACA.EO.100.001
- ◆ Sexual Harassment - ACA.EO.100.010
- ◆ American With Disabilities Act - ACA.EO.100.015
- ◆ Discrimination Complaints procedures - ACA.EO.100.005

The University of Mississippi Nondiscrimination Policies (cont.)

✦ Report Hate Crimes

- Brochure and University Creed:

http://www.olemiss.edu/depts/affirmative_action/hcb_low.pdf

- Contact University Police Department
Ext. 7234

Equal Opportunity and Regulatory Compliance (EO/RC)

✧ Departmental Staff

- Becki Bressler, Director
(ADA Coordinator)
- Gene Rowzee, Assistant Director
- Honey Ussery, Title IX Coordinator
- Janice Buford, Operations Supervisor

Departmental Telephone Numbers

- Ph: 662.915.7735
- TDD: 662.915.1570
- Fax: 662.915.1229

Services EO/RC Provides

- ✦ Enforces federal laws and UM nondiscrimination policies
- ✦ Investigates complaints
- ✦ Job search guidelines
- ✦ Conducts training – online training available on our website at http://www.olemiss.edu/depts/affirmative_action
Click on Training.
- ✦ Responds to government agency requests for information
- ✦ Coordinates Title IX compliance

Services EO/RC Provides (cont.)

- ✦ Affirmative Action Plan
- ✦ Applicant Tracking
- ✦ Compensation Analysis
- ✦ Respond to Requests for Disability Accommodations
- ✦ Website:

http://www.olemiss.edu/depts/affirmative_action/

Student Disability Services (SDS)

- ✦ Deals with students or prospective students needing assistance related to a disability
- ✦ Contact: Stacey Reycraft, Director
234 Martindale Hall
Ext. 915.7128
TTY: 915.7907
sds@olemiss.edu
- ✦ Policies and procedures are found in the UM policy directory at <https://secure4.olemiss.edu/umpolicyopen/ShowDetails.jsp?istatPara=1&policyObjidPara=10881938>
- ✦ Website: <http://www.olemiss.edu/depts/sds/>

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.

What Affirmative Action Is (cont.)

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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