

Faculty and Staff should complete online training at :  
[http://www.olemiss.edu/depts/affirmative\\_action/](http://www.olemiss.edu/depts/affirmative_action/)

Click on Training.

### ***Location:***

The Office of Equal Opportunity is located  
at 217 Martindale.

### ***Hours:***

The office is open between 8:00 A.M. and  
5:00 P.M., Monday through Friday except  
during administrative closings.

### ***Contact:***

Wilma Webber-Colbert  
Executive Director of Equal Opportunity  
(662) 915-7735

or

Dorothy M. Baker  
Assistant Director of Equal Opportunity  
(662) 915-7735.

**Office of Equal Opportunity  
217 Martindale  
P.O. Box 1848  
University, Mississippi 38677  
(662) 915-7735**

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*Distributed by the Office of Equal Opportunity and Regulatory Compliance*

06/07

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***For  
Employees***

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**THE UNIVERSITY OF MISSISSIPPI**

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*The University of Mississippi is an EEO/AA/Titles VI & IX/ Section 504/ADEA/ADA employer.*

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## 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
- Religion
- Sex
- National Origin
- Handicap Status
- Age
- Veteran Status
- Sexual Orientation

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## What is the role of the Office of Equal Opportunity?

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The Office of Equal Opportunity develops the **Affirmative Action Plan**, a yearly analysis of potential problems and areas in which members of protected groups may be underutilized. The office also monitors the University's compliance of Affirmative Action/Equal Employment Opportunity Rules and Regulations. The **Executive Director of Equal Opportunity** investigates complaints of discrimination, sexual harassment and serves as liaison between the University and federal enforcement agencies concerned with equal employment opportunities for minorities and women. The **Executive Director** also serves as Americans with Disabilities Act (ADA) Coordinator. Any employee who has a bonafide disability and needs a reasonable accommodation should contact this office.

## What is the University's policy on sexual harassment?

The University of Mississippi does not tolerate sexual harassment. Sexual harassment is defined as any unwelcome verbal or physical conduct of a sexual nature when submission to such conduct affects, either explicitly or implicitly, an individual's employment, or when such conduct interferes unreasonably with an individual's working environment. This definition also extends to protect students at the University.

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## What can I do if I feel I have been discriminated against or sexually harassed?

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Any student or employee who feels that he or she has been discriminated against or sexually harassed is entitled to seek relief through the following procedure.

A complaint may be submitted *in writing* to the Executive Director of Equal Opportunity, Wilma Webber-Colbert, who will investigate the complaint. If informal resolution is not possible, the complaint procedure outlined in the University's current Sexual Harassment Policy will be followed.

**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 or call (662) 915-7735.

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