

Location:

The Office of Equal Opportunity and Regulatory Compliance 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
Equal Opportunity and Regulatory
Compliance
(662) 915-7735

or

Dorothy M. Baker
Assistant Director
Equal Opportunity and Regulatory
Compliance
(662) 915-7735.

Faculty and Staff should complete online training at:

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

Click on Training.

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

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

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

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***For
Employees***

*The University of Mississippi
is an EEO/AA/Title VI/Title IX/
Section 504/ADA/DEA*

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

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 Executive Director of EO/RC investigates complaints of discrimination and serves as a liaison between the University and federal enforcement agencies concerned with equal opportunities for minorities and women. The Executive Director also serves as Americans with Disabilities Act (ADA) and Title IX Coordinators. 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. Sexual harassment is gender discrimination.

What can I do if I feel 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 through the following procedure. A complaint may be submitted *in writing* to the Executive Director of Equal Opportunity and Regulatory Compliance, Wilma Webber-Colbert, who will investigate the complaint. If informal resolution is not possible, the complaint procedure outlined in the University's Discrimination Complaint Procedure 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 at

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

or call (662) 915-7735.