

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
Equal Opportunity and Regulatory
Compliance
(662) 915-7735

or

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

Online training is available on our website:

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

Click on Training.

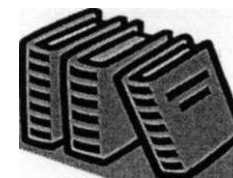
**Office of Equal Opportunity and
Regulatory Compliance
217 Martindale
P.O. Box 1848
University, Mississippi 38677
(662) 915-7735**

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*Distributed by the Office of Equal Opportunity
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Affirmative Action Guide

For
Students



The University of Mississippi

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

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 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 & 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 the Americans with Disabilities Act (ADA) and Title IX Coordinators.

**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 like 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 EO/RC, Wilma Webber-Colbert, who will investigate the complaint. If informal resolution is not possible, the complaint procedure outlined in the University's current Discrimination Complaints 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/](http://www.olemiss.edu/depts/affirmative_action/)
or call
(662) 915-7735.**