



The University of Mississippi
Equal Opportunity and Regulatory Compliance Office

217 Martindale Student Services Center

University, MS 38677

Phone 662.915.7735 – Fax 662.915.1229

Email: eeo@olemiss.edu

Date:

To: Faculty and Staff

From: Wilma F. Webber-Colbert, Executive Director, EO/RC

Re: Affirmative Action Identification Invitation

As a federal contractor, The University of Mississippi is subject to Section 402 of the Vietnam Era Veteran’s Readjustment Assistance Act of 1974, as amended; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; and the Age Discrimination in employment Act of 1975. In accordance with those regulations and the University of Mississippi’s own commitment to equal employment and affirmative action, this memorandum is sent to each employee on an annual basis. You are invited to provide the information below; however, provision of the information is entirely voluntary.

Only persons with a disability, military service disability or who are military veterans need complete this form.

Submission of this information is voluntary and refusal to provide it will not subject you to discharge, disciplinary action or other adverse treatment. Information concerning disabilities shall be kept confidential, except that (1) supervisors and managers may be informed regarding any restrictions in the work or duties performed and any necessary job accommodations; (2) safety and health personnel may be informed, when and to the extent necessary if the condition might require emergency treatment; (3) government officials investigating compliance with the above-mentioned Acts shall be informed upon request; and (4) as may be required by law.

Name _____ Date _____

Current Position _____ Date of Employment _____

Department or Office _____ Work phone _____

Race ____ Sex ____ Military Service Disability _____

Disability _____

Accommodations Request, if any _____

Military Veteran? Yes ____ No ____

If you have a disability which might affect your performance or create a hazard to yourself or others in connection with your job, please indicate on the back of this form (1) skills and procedures you use or intend to use to perform your job notwithstanding the disability; and (2) reasonable accommodations The University of Mississippi might make which would enable you to perform your job properly and safely.

If applicable, this form should be returned to the Executive Director of Equal Opportunity and Regulatory Compliance, The University of Mississippi, Post Box 1848, 217 Martindale, University, MS 38677, (662) 915.7735.