

**THE UNIVERSITY OF MISSISSIPPI POLICY STATEMENT  
FOR EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION**

It is the policy of The University of Mississippi not to discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, handicap, age, sexual orientation or being a disabled veteran or veteran of the Vietnam era. This policy extends to recruitment, employment, promotion, demotion, transfer, lay-off, termination, compensation, training, benefits and all other terms and conditions of employment.

Employment opportunities will not be distinguished on the basis of gender unless gender is a bona fide occupational qualification. Employment opportunities will not be distinguished on the basis of age except where age is reasonably taken into account as a factor necessary to the normal operation or the achievement of any statutory objective of a program or activity administered by the University.

The University will take affirmative action to recruit, employ and to advance in employment minorities, women, disabled veterans and veterans of the Vietnam era. Reasonable accommodations will be made for otherwise qualified disabled veterans and other persons with disabilities.

The University of Mississippi is a place where equal opportunity for faculty, staff and students is welcomed and embraced both in spirit and in law. The University's commitment is an institutional commitment. Positive results are expected from signatory officers and supervisors whose employment decisions have a direct impact on the attainment of the University's affirmative action goals.

Complaints by faculty members, staff or students should be directed to Wilma F. Webber-Colbert, Executive Director of Equal Opportunity and Regulatory Compliance, Post Office Box 1848, 217 Martindale Student Services Center, (662) 915-7735, [wcolbert@olemiss.edu](mailto:wcolbert@olemiss.edu).

  
Robert C. Khayat