



**OP 03.02: STATEMENT ON EQUAL OPPORTUNITY  
AND NONDISCRIMINATION**

**POLICY STATEMENT**

Mississippi State University does not discriminate on the basis of race, color, ethnicity, sex, religion, national origin, disability, age, sexual orientation, genetic information, pregnancy, gender identity, status as a U.S. veteran, and/or any other status protected by applicable law. The University will not tolerate unlawful discrimination, harassment, or retaliation and is committed to preventing or stopping them whenever they may occur at the University or in its programs.

Further, it is the policy of Mississippi State University to comply with applicable civil rights laws, regulations, and orders, including but not limited to the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, the Rehabilitation Act of 1973, the Vietnam Era Veterans' Adjustment Assistance Act, the Uniformed Services Employment and Reemployment Rights Act of 1994, the Americans with Disabilities Act of 1990, and the Genetic Information Nondiscrimination Act of 2008.

**APPLICATION**

This policy applies to all University programs, services, opportunities, or activities, including without limitation all employment, academic, educational, research, extracurricular, athletic, housing, and other programs, regardless of where they may occur.

With respect to employment in particular, this policy applies to all employment decisions including, but not limited to, recruitment, employment, training, promotion, compensation, benefits, disciplinary actions, and termination. All personnel actions are administered without regard to the above factors and are based only on valid job requirements.

The procedures for reporting and resolving complaints of discrimination, harassment, or retaliation are found in University Operating Policy 3.03. Where OP 3.03 or another university policy addresses the specific application of the general prohibitions herein, the more specific policy will control.

**AFFIRMATIVE ACTION**

Mississippi State University maintains an affirmative action program in accordance with applicable laws, regulations, executive orders, and other government directives. Consistent with these directives, the University takes affirmative action to recruit, employ, advance and prevent discrimination against qualified women, racial and ethnic minorities, individuals with disabilities, and protected veterans.

The University's Affirmative Action Program is available for inspection by any employee or applicant for employment upon request during office hours at the Office of Human Resources Management, which can be reached at 662-325-3713.

## **TITLE IX**

It is the policy of Mississippi State University to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex, including sexual harassment and assault and other forms of sexual misconduct, in the University's programs and activities.

Policies and procedures for responding to reports of sexual misconduct are found in University Operating Policy 3.04 (Sexual Misconduct). Concerns about sexual assault or other forms of sexual misconduct, or inquiries about Title IX or gender equity generally, should be directed to Brett Harvey, Director of Title IX/EEO Programs at 56 Morgan Street, Mississippi State, MS 39762, by phone at 662-325-5839, or by email at [brett.harvey@msstate.edu](mailto:brett.harvey@msstate.edu).

## **DISABILITIES**

Mississippi State University is committed to compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and all other applicable laws prohibiting disability discrimination. Procedures for requesting reasonable accommodations or modifications due to disability are provided in Operating Policy 60.123 (ADA Reasonable Accommodation in Employment) and Operating Policy 91.122 (Students with Disabilities).

## **PROHIBITION ON RETALIATION**

Mississippi State University strictly prohibits retaliation against individuals who report discrimination, harassment, retaliation, sexual misconduct, or any violation of applicable civil rights laws, or who participate or assist in an investigation of the same.

## **INQUIRIES AND REPORTS**

Inquiries regarding the application of this statement and related policies, or reports of possible violations, should be referred to: Brett Harvey, Director of Title IX/EEO Programs at 56 Morgan Street, Mississippi State, MS 39762, by phone at 662-325-5839, or by email at [brett.harvey@msstate.edu](mailto:brett.harvey@msstate.edu). Inquiries or reports related to university employment may also be directed to the Office of Human Resources Management at 662-325-3713.

## **REVIEW**

The Director of Title IX and EEO programs will review this policy at least every four years.

**REVIEWED BY:**

/s/ Judy Spencer  
Chief Human Resources Officer

11/27/2017  
Date

/s/ Judy Bonner  
Provost and Executive Vice President

11/27/2017  
Date

/s/ Brett Harvey  
Director, Title IX and EEO Programs

11/27/2017  
Date

/s/ Timothy N. Chamblee  
Assistant Vice President and Director  
Institutional Research and Effectiveness

12/01/2017  
Date

/s/ Joan Lucas  
General Counsel

11/29/2017  
Date

**APPROVED:**

/s/ Mark Keenum  
President

12/06/2017  
Date