



**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, status as a U.S. veteran, and/or any other status to the extent 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, 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.

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

Lateshia Butler, Director of Civil Rights Compliance at 231 Famous Maroon Band St., Mississippi State, MS 39762, by phone at 662-325-5839, or by email at titleix@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: Lateshia Butler, Director of Civil Rights Compliance at 231 Famous Maroon Band St., Mississippi State, MS 39762, by phone at 662-325-5839, or by email at titleix@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 Civil Rights Compliance will review this policy at least every four years.

REVIEWED BY:

/s/ Leslie Corey
Chief Human Resources Officer

03/18/2025
Date

/s/ David Shaw
Provost and Executive Vice President

03/26/2025
Date

/s/ Lateshia Butler
Director, Civil Rights Compliance

03/26/2025
Date

/s/ Tracey N. Baham
Associate Vice President, Institutional Strategy & Effectiveness

03/26/2025
Date

/s/ Joan Lucas
General Counsel

03/26/2025
Date

APPROVED BY:

/s/ Mark E. Keenum
President

03/26/2025
Date