NOTICE OF NON-DISCRIMINATION

Policy Statement

The University of Southern Mississippi does not discriminate on the basis of age, sex, sexual orientation, disability, pregnancy, gender identity, genetic information, religion, race, color, national origin, veteran status, or any other status protected under applicable federal, state, or local law, in its admission, treatment, or access to its educational programs and activities or in its employment practices. The University of Southern Mississippi prohibits sexual and gender-based harassment, including sexual assault and misconduct, and other forms of interpersonal violence.

Reason for Policy/Purpose

The University of Southern Mississippi complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex (including sexual misconduct) in the University’s educational programs and activities. Consistent with our commitment to providing a learning, living, and working environment free from unlawful discrimination and harassment, it is the policy of the University not to tolerate unlawful discrimination or harassment in any form and to provide those who feel that they are victims of discrimination with mechanisms for seeking redress.

Who Needs to Know This Policy

All members of The University of Southern Mississippi community.

Website Address for this Policy

[www.usm.edu/institutional-policies/policy-pres-aa-005](http://www.usm.edu/institutional-policies/policy-pres-aa-005)
Definitions

Policy/Procedures

The University of Southern Mississippi is an equal opportunity employer committed to the principle of equal opportunity in education and employment in compliance with Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990/Americans with Disabilities Amendments Act of 2008, Section 504 of the Rehabilitation Act of 1973, Title VI and VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, the Violence Against Women Act, and other federal or state laws.

The University of Southern Mississippi does not discriminate on the basis of age, sex, sexual orientation, disability, pregnancy, gender identity, genetic information, religion, race, color, national origin, veteran status, or any other status protected under applicable federal, state, or local law, in its admission, treatment, or access to its educational programs and activities or in its employment practices. The University of Southern Mississippi prohibits sexual and gender-based harassment, including sexual assault and misconduct, and other forms of interpersonal violence.

The University of Southern Mississippi will investigate formal complaints of discrimination or harassment in accordance with the University’s policies and procedures. The University will take steps to prevent discrimination and harassment, to prevent the recurrence of discrimination and harassment, to prevent retaliation for bringing a claim or assisting in an investigation, and will take appropriate action to remedy the effects of discrimination and harassment.

The Title IX Coordinator is responsible for the University’s Title IX compliance efforts and for coordinating the University’s response to all complaints involving possible discrimination based on sex, sexual orientation, student pregnancy, and gender identity, including sexual harassment, sexual assault, interpersonal violence, and other sexual misconduct. For more information or for inquiries concerning any such complaints or the application of Title IX, contact the University’s designated Title IX Coordinator listed below:

Dr. Rebecca Malley
Title IX Coordinator
505 International Center, Hattiesburg Campus
118 College Drive # 5079
Hattiesburg, MS 39406
Telephone: 601.266.6804
Rebecca.malley@usm.edu

The Director of the Office of Affirmative Action/Equal Employment Opportunity has been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, Title VI and VII of the Civil Rights Act, the Age Discrimination Act, and related statutes and regulations. For more information or for inquiries concerning discrimination, such as age, disability, religion, race, color, national origin, genetic information, pregnancy, and veteran status,
contact the University’s designated Director of the Office of Affirmative Action/Equal Employment Opportunity listed below:

Dr. Latonya Guillory  
Director of Affirmative Action & Equal Employment Opportunity  
McLemore Hall 310, Hattiesburg Campus  
118 College Dr. #5168  
Hattiesburg, MS 39406-0001  
Telephone: 601.266.6618  
Latonya.guillory@usm.edu

You may also file a complaint with:

Office for Civil Rights  
U.S. Department of Education  
1999 Bryan Street, Suite 1620  
Dallas, TX 75201-6810  
Telephone: 214.661.9600  
Fax: 214.661.9587;  
TDD: 800.877.8339  
Email: OCR.Dallas@ed.gov

Or

Equal Employment Opportunity Commission  
Dr. A.H. McCoy Federal Building  
100 West Capitol Street, Suite 338  
Jackson, MS 39269  
Telephone: 800.669.4000  
Fax: 601.948.8401  
TTY: 800.669.6820

Review

The Director of the Office of Affirmative Action and Equal Employment Opportunity is responsible for the review of this policy every four years or whenever circumstances require immediate review.

Forms/Instructions

N/A

Appendices
N/A

Related Information

N/A

History

Amendments: Month, Day, Year – summary of changes
11/01/11: Formatted for Institutional Policies website
02/19/13: Formatted for template. Minor editing of punctuation and word usage throughout.
05/06/04: Revision of the statement to include pregnancy, gender identity and genetic information.
02/06/17: Revision of the statement to comply with notice requirements of Title IX, Section 504 of the Rehabilitation Act, and other federal laws. Included statement that sexual discrimination includes sexual assault, sexual misconduct, and other forms of interpersonal violence. Added contact information for the Title IX Coordinator and the Director of the Office of Affirmative Action and Equal Employment Opportunity. Added contact information for the Office of Civil Rights as well as the Equal Employment Opportunity Commission.
Authorization

RECOMMENDED BY:

[Signature]
Responsible University Administrator

[Signature]
Responsible University Officer

REVIEWED BY:

[Signature]
Director of Compliance and Ethics

[Signature]
Office of General Counsel

APPROVED:

[Signature]
President

3/14/17
Date

3/9/17
Date

3/10/2017
Date

3/14/17
Date