

# Equal Opportunity Statement

---

---

Mississippi State University formally reiterates and reaffirms its commitment to the principles of equal opportunity, affirmative action and diversity. Discrimination based upon age, race, color, ethnicity, national origin, religion, sex, pregnancy, disability, sexual orientation, gender identity, genetic information, status as a U.S. veteran, or any other status protected by federal or state law is a violation of University policy and will not be tolerated.

The University's nondiscrimination policy applies to all programs administered by the University. To the extent allowed by law, all employment decisions, including those affecting hiring, promotion, demotion, or transfer; recruitment; advertisement of vacancies; layoff and termination; compensation and benefits; or selection for training will be made consistent with the policy articulated above. This policy will be interpreted so as to avoid infringement upon the First Amendment and the free exchange of ideas essential to the academic environment.

Mississippi State University assigns a high priority to the implementation of its equal opportunity policy and to maintaining an inclusive environment. The realization of this priority requires the cooperation of all members of the University community, each of whom must take responsibility for ensuring that work and learning environments are free from discriminatory behavior of any kind. The University community should be guided not only by what is legally required, but also by fairness, working together to ensure that the University clearly and unequivocally demonstrates commitment to excellence in teaching and learning, values the contributions of every individual, and benefits from its diversity.

Responsibility for communicating, interpreting, and monitoring the University's equal opportunity policy has been assigned to the Office of Human Resources Management.

The office is located on campus in 150 McArthur Hall. For additional information concerning the University's equal opportunity policy, please call 662-325-3713.