

# 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 race, color, religion, sex, national origin, age, disability, or veteran's status is a violation of federal and state law and MSU policy and will not be tolerated. Discrimination based upon sexual orientation or group affiliation is a violation of MSU policy and will not be tolerated. This nondiscrimination policy applies to all programs administered by the University. However, this policy should not be construed to infringe upon the free exchange of ideas essential to the academic environment.

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.

Responsibility for communicating, interpreting, and monitoring the University's equal opportunity policy has been assigned to the Office of Diversity and Equity Programs. The office is located on campus in 223 McArthur Hall. For additional information concerning the university's equal opportunity policy, call 662-325-2493.

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.

06-15-09  
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Date

/s/ Mark E. Keenum  
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Mark E. Keenum  
President  
Mississippi State University

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06/10/09