



Policy Directory

Responsible Division: Finance and Administrative Services
Responsible Office: Human Resources
Issue/Revision Date: December 1, 2017

Equal Employment Opportunity Policy

Policy:

Alcorn State University is expressly committed to providing equal employment opportunities without regard to race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local law. Further, the University will not tolerate any instances of harassment/sexual harassment. This policy applies to all employees, regardless of position, consultants, and applicants for employment. Additionally, it is the responsibility of all persons making employment decisions to adhere to this policy.

Alcorn State University will not knowingly conduct business with any individual, organization, or entity that practices illegal discrimination. It is the intention of the University to comply with all applicable federal and state laws and regulations which prohibit unlawful discrimination.

All personnel actions, programs, and facilities will be administered in accordance with equal opportunity policies, including, but not limited to recruitment, selection, assignment, classification, promotion, demotion, transfer, layoff and recall, termination, wage assignment, conditions of employment, selection for training or retraining, and social and recreational programs.

To realize the declarations as set forth above, Alcorn State University will, in all solicitations and advertisements for employment vacancies placed, or on by on behalf of the University, state its position as an equal opportunity employer. In addition, Alcorn State University will consider through appropriate and designated procedures, the complaint or grievance of any individual who has reason to feel that he/she has been affected by discrimination because of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local law.

Further, as an institution of higher education and in consonance with its policy of equal employment opportunity, Alcorn State University hereby declares its policy of equal opportunity.

Questions regarding Equal Employment Opportunity may be directed to the Office of Human Resources at (601) 877-6188, or to the Office of Educational Equity and Inclusion at (601) 877-6700.