

Missouri Southern believes that all persons are entitled to equal employment opportunity and does not discriminate against nor favor any applicant because of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, ancestry, age, disability, genetic information, veteran status, or any other legally-protected class, in employment or in any program or activity offered or sponsored by the University, including but not limited to, athletics, instruction, grading, the awarding of student financial aid, recruitment, admissions, and housing. Equal employment opportunity will be extended in all aspects of the employer-employee relationship, including, but not limited to, recruitment, hiring, training, promotion, transfer, demotion, compensation, benefits, layoff, and termination. In addition, Missouri Southern will make reasonable accommodations to known physical or mental limitations of an otherwise qualified applicant with a disability, unless the accommodation would impose an undue hardship on the operation of the University.

Missouri Southern endeavors to make [www.mssu.edu/jobs](http://www.mssu.edu/jobs) accessible to any and all users. If you would like to contact us regarding the accessibility of our website or need assistance completing the application process because of a disability, please contact the Human Resources Department at (417)-625-9527.

To view our complete Non-Discrimination/Equal Employment Opportunity Policy Statement as well as Employment Postings click [here](#).

## **NON-DISCRIMINATION/EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Missouri Southern State University emphasizes the dignity and equality common to all persons and adheres to a strict nondiscrimination policy regarding the treatment of individual faculty, staff, students, third parties on campus, and applicants for employment and admissions. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, ancestry, age, disability, genetic information, veteran status, or any other legally-protected class, in employment or in any program or activity offered or sponsored by the University, including, but not limited to, athletics, instruction, grading, the awarding of student financial aid, recruitment, admissions, and housing.

Persons having inquiries concerning the University's compliance with this policy or any laws and regulations prohibiting discrimination are directed to contact the following:

An employee with questions or concerns about any type of discrimination in the workplace, including discriminatory harassment, is encouraged to bring these issues to the attention of Director of Human Resources, who may be contacted at: (417)-625-9805.

Questions or concerns regarding the University's compliance with Title IX may be directed to the University's Title IX Coordinator or Deputy Title IX Coordinator. The University has designated the following Title IX Coordinator and Deputy Title IX Coordinator as named in the University's Title IX Policies and Procedures.

Julie Wengert  
Dean of Student Success & Title IX Coordinator  
Billingsly Student Center 347  
Tel: (417)-625-9532  
Email: wengert-j@mssu.edu

Evan Jewsbury  
Director of Human Resources (Deputy Coordinator)  
Hearnes Hall Room 217B  
Tel: 417-625-9805  
Email: jewsbury-e@mssu.edu

**For ADA/Section 504 related questions or concerns, please contact:**

Lori Musser  
Coordinator of Disability Services  
Hearnes Hall 301L  
Tel: (417)-625-9516  
Email: musser-r@mssu.edu

**For all other inquiries related to discrimination at the University, please contact:**

Evan Jewsbury  
Director of Human Resources  
Hearnes Hall Room 217B  
Tel: 417-625-9805  
Email: [jewsbury-e@mssu.edu](mailto:jewsbury-e@mssu.edu)

Judy Wilmoth  
HR & Workforce Development Manager  
Hearnes Hall Room 217B  
Tel: 417-625-3167  
Email: wilmoth-j@mssu.edu

*No individual will be subject to any form of organizational retaliation, discipline, or other adverse action for reporting conduct in violation of the University's nondiscrimination/EEO policy, assisting/cooperating in making a complaint, or assisting with the investigation of a complaint. Any individual who believes they have experienced or witnessed retaliation should immediately notify the appropriate member(s) of the administration as identified above. Those found to be engaging in any type of discrimination in violation of the law or University policy will be subject to disciplinary action, up to and including dismissal or termination of employment.*

Employees who feel that they have a grievance pertaining to any form of discrimination should follow the policy and procedures outlined in the Employee Handbook.