

**SOUTHERN METHODIST UNIVERSITY
POLICIES AND PROCEDURES**

EEO/INSTITUTIONAL ACCESS AND EQUITY

POLICY NUMBER: 2.7

REVISED AS OF: June 1, 1994

**AFFIRMATIVE ACTION COMPLIANCE AND DISCRIMINATION COMPLAINTS AGAINST
THE UNIVERSITY**

It is the policy of the University that all matters pertaining to Affirmative Action compliance and discrimination complaints against the University will be directed to the Office of Institutional Access and Equity. The Office of Institutional Access and Equity will be responsible for maintaining an inventory of federal and state Affirmative Action compliance requirements, and complaints of discrimination, harassment, etc.

The Office of Institutional Access and Equity will have principal responsibility to coordinate and develop replies to discrimination complaints, pre- and post-compliance reviews, inquiries, investigations and on-campus visits from federal and state agencies; i.e., Equal Employment Opportunity Commission (EEOC), Office of Civil Rights (OCR), Office of Federal Contract Compliance Programs (OFCCP), Health and Human Services (HHS), Texas Commission on Human Rights, or special interest groups; i.e., NOW, NAACP, MALDEF, WEAL, MBE/WBE, etc.

The Director of Institutional Access and Equity will inform the University administration of federal and state mandates that require Affirmative Action and will provide assistance to the relevant functional areas as necessary.