



VALLEY ALUMNUS ASHLEY ROBINSON NAMED NEW ATHLETIC DIRECTOR



Ashley

It's a new day in sports with the return of one of Valley's own Ashley Robinson class of '02 was named director of athletics. He is ready to do what it takes to make MVSU sports teams competitive athletically, academically. He plans to focus on the Academic Progress Rate (APR), compliance, scholarships, community partners, and new donors.

"I am a proven leader and a visionary. My plan is to make Mississippi Valley State

a household name, a place that will be recognized not only locally, but globally," Robinson said.

"Mississippi Valley State is embedded in my pedigree and I look forward to serving the institution, community, alumni and fans."

"There is nothing like having one of our own come back with a plan to take Valley sports to greater heights," said MVSU President Donna H. Oliver. "Ashley Robinson is a ball of energy with the right spirit, passionate about

Continued on page 2



President Oliver and Ashley Robinson shortly after being announced MVSU's new athletic director during press conference.

MVSU SPORTS AT-A-GLANCE

MVSU athletics department continues to produce student athletes who are stellar achievers on and off the playing field. In 2011-2012, Valley's athletic teams made school history by playing in five SWAC championship games. Three MVSU teams were crowned champions of the Southwestern Athletic Conference in their respective sports, men's and women's basketball and softball.

The Mississippi Valley State softball team won its seventh SWAC championship in the last nine years and finished the season with an unbeaten conference record (16-0) for the second time in school history.

A total of 89 Mississippi Valley State student-athletes earned academic honors by completing the full academic year in residence, maintaining a 3.0 cumulative GPA or above. The MVSU women's soccer team ranked first amongst MVSU's 18 sports with a team GPA of 3.52.

The Mississippi Valley State men's basketball team held the nation's second-longest win streak of 17 games during the 2011-2012 season on their way to a SWAC championship and an NCAA berth.

Finally, for 2011-2012 MVSU finished 3rd overall in the SWAC Commissioners Cup race which measures the athletic performance of athletic teams in the conference.

For information on upcoming MVSU sports and programming, visit www.MVSUsports.com.



WOMEN'S INSTITUTE FOR EXCELLENCE ESTABLISHED AT MVSU



McTeer-Toney

Mississippi Valley State University has a new Women's Institute for Excellence and it has kicked off with a great start! Under the leadership of former Greenville mayor Heather McTeer-Toney, WIE assists female students at MVSU with academic proficiency, leadership skills and career preparation. The program's goal is to help increase the effectiveness of student success after college and increase retention and graduation rates among female students. The Institute focuses on training in ten disciplines that typically have low female participation, including science and technology, law, politics, and corporate business and finance. This year's theme, "Unexpected Excellence," will help the students excel in self-presentation, communication and leadership, in the university and the community. Since the Fall 2012 launch of the program, WIE has already engaged over 30 students and will host its first MVSU 5k Run/Walk, as well as seminars on proper dress/etiquette for the workplace and effective communication for women.

Heather McTeer-Toney is a long-time advocate in the field of women's issues and serves as an expert with the International Women's Media Center. She was most recently featured in the PBS/AOL documentary on women leaders in the United States, "MAKERS."

Ashley Robinson *continued from page 1*

young students, and sincere about not only athletics, but academics".

A native of Jackson, Robinson is no stranger to his alma mater, having served as the university's athletic compliance director from 2007-2008. Robinson returns to the Mississippi Delta after serving as the Assistant Vice President for Athletic Compliance and Academic Advising at Prairie View A&M University. At Prairie View his responsibilities included enforcing conference and NCAA rules and regulations governing the operation of the intercollegiate athletic program. He also served as Assistant Commissioner of Compliance in the Southwestern Athletic Conference (SWAC), the Assistant Compliance Director at Jackson State University, and as the athletic academic coordinator at Delaware State University.

Robinson holds a Bachelor of Science degree in Health, Physical Education and Recreation from Mississippi Valley State University, and a Master's Degree in Sports Management from the United States Sports Academy.

He is an active member of the NCAA Division I Legislative Council, NCAA DI External Advisory Group and the National Association for Athletic Compliance (NAAC). He also is a member of Kappa Alpha Psi Fraternity, Inc., the Black Coaches Association (BCA), the Minority Opportunities Athletic Association (MOAA) and the Mo Williams Foundation.

"I've waited a lifetime for this moment and I'm elated that this opportunity brought me back home to the place it all began," said Robinson.

GREENWOOD MISSISSIPPI CONVENTION AND VISITORS BUREAU ASSISTS IN BOOSTING MVSU ALUMNI ENGAGEMENT INITIATIVE



Mississippi Valley State University is working in collaboration with the Greenwood Convention and Visitors Bureau

(GCVB) to strengthen university relations with a focus on increasing alumni participation. This year, the GCVB will offer financial support to cover the cost of advertisements promoting the new Alumni Engagement Initiative.

"The Greenwood CVB Board of Directors recognizes Mississippi Valley State University's impact on tourism in Leflore County. Alumni of the University travel back to the area and spend their hard earned dollars in our community and thus grow our tourism revenue. The Advertising Assistance grant that the CVB Board awarded to Valley should help grow that alumni travel to Greenwood," said Paige Hunt, Executive Director of the Greenwood Convention and Visitors Bureau.

The Alumni Engagement Initiative is designed to foster a collaborative connection between the institution and the 14,000+ MVSU alumni. This new initiative encourages all Valley alumni to attend campus events, such as Homecoming and Founder's Week. As a result, local businesses, eateries, hotels, and shopping areas will gain an increase in patronage and sales there by creating a positive economic impact in Leflore County and surrounding communities.

EVENT CALENDAR

November

- 3 – Mississippi Valley State University vs Alcorn State
- 6 – Election Day
- 4 - 6 – Youth Motivation Task Force (YMTF) Conference
- 10 – Mississippi Valley State University vs Prairie View A&M
- 27 – Lessons and Carols: A Celebration of Love, Unity, and Peace

MISSISSIPPI VALLEY STATE UNIVERSITY OFFICIALLY DESIGNATED A DISASTER-RESISTANT UNIVERSITY

Mississippi Valley State University was officially designated as a Disaster-Resistant University by the Federal Emergency Management Agency. The Disaster Resistance University Mitigation Plan was adopted and signed by President Donna H. Oliver during the August 15 Fall Faculty and Staff Institute.

The Advisory Committee chaired by Dr. Catherine Singleton-Walker, associate professor, Department of Social Work includes representatives from Mississippi Valley State University, the City of Itta Bena, the City of Greenwood, Leflore County, Greenwood Leflore Emergency Management Agency, Mississippi Emergency Management and the Institution of Higher Learning.

For the past three years, as part of the development of the Disaster-Resistant University process, the university held a series of town-hall-style meetings to get citizens input for the development of a disaster preparedness plan and to review the mitigation plan, dedicated to reducing the cost of natural and human-made hazards at MVSU and enhancing the health, safety and welfare of students and employees. Over a thousand people participated in the Disaster-Resistant University process.

“This has been a long process, but a worthwhile effort to ensure the university is positioned to withstand any natural and man-made disaster. It is the advisory committee’s hope that after adopting the plan, the university will secure funding for the implementation and monitoring of the plan,” says Dr. Singleton-Walker.

The plan’s thirteen goals and objectives were approved by the advisory committee with priority given to the protection of MVSU population, property, and the services that will be impacted by hazardous incidents. Some of the plan’s goals include: reducing/eliminating vulnerabilities to equipment investments, library archives and administrative records

due to natural hazards, providing innovative, community-specific and relevant services to promote and maintain the health, safety, and security of students, staff, faculty, and visitors, placing secure solar lights throughout the campus to enhance the visibility of markers that will be crucial for speedy exits during disasters, and using the knowledge gained from Mississippi Valley State University Disaster Resistant Universities Project to reduce/eliminate vulnerabilities at other Mississippi colleges and universities.



President Oliver signs the Disaster-Resistant University Mitigation Plan making MVSU an official Disaster-Resistant University. The signing ceremony took place during the Faculty and Staff Institute and marks the beginning of the University’s commitment to health, safety, and security of students, staff, faculty, and the entire MVSU community.



Disaster-Resistant University Stakeholders

Dr. Catherine Singleton-Walker, Assistant Professor/MSW Program Director
Mr. Victor Stokes, Fire Marshall City of Greenwood
Mrs. Thelma Collins, Coordinator of Activity, Community for All Ages
Mrs. Marie P. Fair, American Red Cross
Mr. Leonard T. Hannah, Residential Life
Mr. Jason Doyle, Volunteer Disaster Responder



Disaster-Resistant University Advisory Committee

Mr. Tommy Verdell, Director, Facilities Management
Mrs. Kathy Brownlow, ADA Coordinator/Interim Director Center of Excellence
Dr. Catherine Singleton-Walker, Assistant Professor/MSW Program Director
Lt. Alex Granderson, University Police
Mrs. Elizabeth Hurssey, Human Resources Generalist
Mrs. Gladys Fant, Budget & Compliance Monitor

MVSU GRADUATE HELPS DELTA NATIVE LAND MAJOR RECORD DEAL



Oatis

Recent MVSU graduate Rex Oatis engineered and produced two radio hits, “She’s My Shawty” and “I Got It”, for Dewayne “Lil Sipp” Dabney. Oatis, class of ‘12 was assisted on the production by Jimmie Lee Jr., an assistant engineer.

At the age of 12, Dabney is the youngest artist to record in the B.B. King Studio on the campus of Mississippi Valley State University. Dabney has signed a major record deal with Brickhouse Music Group/Universal Records.

Oatis’ interest in production and engineering came from his love of music. He was a member of the MVSU band and attributes his academic and fine arts success to Dr. Alphonso Sanders, chair of Fine Arts and Barbara Gosa, instructor in Department of Mass Communication. In the future, Oatis hopes that more artists will record in the B.B. King Studio.

“If it weren’t for the great instructors like Dr. Alphonso Sanders in the Fine Arts Department, and Barbara Gosa in the Department of Mass Communication at Valley giving us the chance to do what we needed to do, all of this would have never happened. The completion of the project was an accomplishment

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ANNOUNCING MVSU Health Tips and Information!

Every month, the CommuniQue will celebrate National Health Observances by including healthy lifestyle tips and how you can get information and helpful resources about health issues.



OCTOBER IS NATIONAL BREAST CANCER AWARENESS MONTH

The U.S. Department of Health and Human Services has developed healthfinder.gov a one-stop-shop designed to raise public awareness about important health topics, while at the same time, encouraging individuals to encourage others to stay healthy.

OCTOBER’S TIP

Roughly 1 in 8 women in the United States will get breast cancer. Next to skin cancer, breast cancer is the most common kind of cancer in women. Visit www.healthfinder.gov and find out how you can recognize the symptoms of breast cancer. Remember, breast cancer is not just a women’s disease. Men can be diagnosed as well.

For information about the services and programs provided by the Mississippi State Department of Health, call 24-hour information, 1-866-HLTHY4U (866-458-4948).

NEW FACULTY MEMBERS FROM CHINA AND LEBANON ARE PART OF FULBRIGHT FOREIGN LANGUAGE TEACHING ASSISTANT (FLTA) PROGRAM

The Fulbright Foreign Language Teaching Assistant Program, is funded by the U.S. Department of State and administered by the Institute for International Education, enables young educators to refine their teaching skills, increase their English language proficiency and extend their knowledge of the cultures and customs of the United States while engaging in non-degree studies at accredited post-secondary U.S. educational institutions. Along with their studies, FLTAs teach language courses, supervise language labs and lead language table discussions. FLTAs may serve as an instructor of a foreign language class or have a purely teaching assistant role. FLTAs may also act as resource persons in conversation groups, cultural representatives, attendants in language laboratories, coordinators of extra-curricular activities, guest speakers in civilization courses, heads of language clubs, houses, tables and much more.

Many institutions request FLTAs who have an interest and ability to live in small towns or are adaptable to living in rural areas and who are outgoing and energetic representatives of their culture and language. Most of all, host institution’s look for candidates who demonstrate flexibility and a willingness to learn.

The application process is very competitive but MVSU has been quite successful over the last six years. Normally, MVSU’s proposal includes a request for three FLTAs to assist with the Critical Languages Program that includes Arabic, Chinese and Russian. To date, MVSU has had four FLTAs from Russia, two from Morocco, two from Tunisia, one from Oman, one from Brazil and six from China. The current FLTAs are Jun Feng from Changsa, China and Caline Saad from Beirut, Lebanon. They are teaching Chinese 101 and 102 and Arabic 101.

Being selected as a placement site for FLTA requires a commitment to provide tuition waivers that allow FLTAs to take at 2 courses per semester, which can either be credit or non-credit courses. Additionally, special arrangements have to be made for FLTA housing, individual offices with computers and printers, and assistance with costs associated with attending conferences.

The process of selecting FLTAs for MVSU involves reviewing and rank ordering five to seven portfolios for each language selected. The university gives priority to FLTAs who meet SACS teaching requirements and have three to five years teaching experience.

JENNIFER FREEMAN NAMED INTERIM DIRECTOR OF COMMUNICATIONS AND MARKETING



Freeman

Jennifer Freeman, the new Interim Director of Communications and Marketing, has over 20 years of experience in University System of Georgia, Georgia state government, and City of Atlanta K-12 education. Freeman's strong verbal and versatile writing skills, media relations and marketing knowledge, coupled with her ability to provide strategic leadership, relationship building, a community approach, and keen awareness of the challenges facing historically black colleges, makes her an asset to the university.

"I have accepted this position with the utmost respect, humility, and honor for a university whose unique origin and rich history is like none other place I've ever worked. For this reason, I plan to carry the university's message of, ONE Goal...ONE Valley, to the media, the delta community and surrounding areas. I want everyone to know that every graduate of Mississippi Valley State University will be able to compete locally and globally and that faculty and staff are committed to creating an environment conducive to make this a reality," says Freeman.

Freeman was born in East Point, Ga. and raised in Atlanta, Ga. She holds a Bachelor of Arts degree in Sociology, with a minor in Public Relations from Spelman College.

Some of Freeman's past civic service and appointments include, serving as education and communications advisor, and delegate for the Atlanta Planning Advisory and Atlanta Beltline Advisory Board member; served at the executive board level with Georgia PTSA, on Atlanta Public Schools Small Learning Communities taskforce, Implementation and Design Team and on Andrew and Walter Young YMCA board – marketing/communications committee. She was chair of the Atlanta Public Schools Board Ethics Commission, and former member of the Georgia Economic Development Association (GEDA).

"It was critical to have the very best person in this vital position, and we are pleased that Ms. Freeman has joined the Valley team," said Angela Getter, vice president, university advancement. "She brings a wealth of experience to the University and a strong reputation as a leader in the field."

Presently, Freeman serves as education and communication chair for the Neighborhood Planning Unit system, and recently was appointed as ex-officio member of the Redistricting, School Closings Repurposing Committee created by the Atlanta Public School System.

Freeman is very active in her local church and is an advocate for education, children and youth, positive images in media, homeless and economic development issues and volunteers for a variety of non-profit organizations. She plans to continue her advocacy and community service efforts in the Mississippi Delta.

BOOKER'S PLACE: A MISSISSIPPI STORY PREMIERES AT THE VALLEY

The Department of Social Sciences hosted the premiere of the acclaimed documentary, *Booker's Place: A Mississippi Story*, on Thursday, September 20, on the Mississippi Valley State University campus. Over 100 students, faculty, staff and community members attended the event and were engaged in a powerful discussion with Ms. Yvette Johnson, granddaughter of Mr. Booker.

"I am thrilled that MVSU was able to have the official public premiere for *Booker's Place*. The department worked hard providing research support for the film. I am also pleased that so many people came from the campus and throughout the Delta communities for this historical and important event," said Dr. Kathryn Green, coordinator of the history program.

The event marked the restoration of the Aaron Henry Scholars Lecture Series on Race, Politics, Gender and Culture that provided Valley students and the Greenwood/Leflore and Delta community an opportunity for dialogues with scholars and experts on relevant topics.

Booker's Place: A Mississippi Story was inspired by *Mississippi: A Self Portrait*, an almost-forgotten film from the 1960s by Frank De Felitta. The documentary was about the changing times in the American South and the racial tensions of life in the Mississippi Delta during the civil rights struggle. The film caused controversy in part by a moving scene featuring

Booker Wright, a black waiter in a whites-only restaurant who became a restaurant and nightclub owner in Greenwood, Mississippi. In that film, Mr. Wright spoke powerfully and honestly about the brutal racism of the segregated south.

Frank De Felitta's quest to resurrect his father's documentary inspired the idea of a new Mississippi film project, which led him to Yvette Johnson, the granddaughter of Mr. Wright's. With De Felitta as producer and Johnson as co-producer, the new documentary uses interviews with friends, family, Greenwood residents and officials to talk about Wright's life and struggles.

"I am truly grateful to MVSU for allowing me to share my grandfather's story. It has been quite a journey and learning experience for me. I applaud the University for its interest in making the Booker Wright story available to the Mississippi Delta," said Johnson.



Johnson

MVSU HOSTS ANNUAL FACULTY AND STAFF INSTITUTE

NURTURING CHANGE: TEAM BUILDING, MOTIVATION, AND DIVERSITY



Dr. Oliver



Dr. Greenfield



Reverend Gates

Mississippi Valley State University held its Fall Faculty and Staff Institute on Wednesday, August 15 in the W.A. Butts Social Science Auditorium. The keynote speaker, Dr. Derrick Greenfield, is Director of Diversity and Equity Engagement/Assistant Professor of Sociology at Alcorn State University.

Dr. Greenfield has been named six times to the list of Who's Who Among America's Teachers and received Faculty of the Year honors in his previous position at Shaw University. His innovative course, "Hip-Hop and American Society," has been featured twice in Source Magazine. He also spent seven years as an award-winning youth worker in inner-city Chicago and is a nationally recognized motivational speaker and diversity consultant.

Dr. Greenfield received his bachelor's and master's degrees in sociology from Northwestern University, earned his Doctor of Education degree from Cape Peninsula University of Technology in South Africa, and is currently conducting research towards his Ph.D. in Cultural Studies at the University of Washington.

Reverend Allen J. Gates facilitated a teambuilding and motivational workshop centered around this year's theme, Nurturing Change: Team Building, Motivation,

and Diversity. Reverend Gates is the Associate Minister of Mount Beulah Missionary Baptist Church in Indianola, Miss. He was born in Clarksdale, Miss. and educated in Clarksdale Public Schools and a local catholic school. Raised in a musical family, Reverend Gates gained an appreciation for a variety of genres of music, gospel and jazz being some of his favorites. He has mastered three instruments and is a part of several church choirs in the state and surrounding areas. He attributes his faith, gifts and talents to having a close knit family and musical parents. Reverend Gates received his bachelor's degree in Industrial Technology from Mississippi State University. His social affiliations include being a member of the Masonic Lodge #31 as well as the Royal Arch #3 Chapter.

"As the university reflects on its accomplishments and instills a renewed sense of academic excellence in MVSU students, I look forward to putting this year's theme, Nurturing Change: Team Building, Motivation and Diversity to action," President Oliver said.

During the Fall Faculty and Staff Institute, President Oliver signed and adopted the Mitigation Plan which was approved by Federal Emergency Management Agency. The public Hearing for the final phase of the university receiving official designation as a Disaster-Resistant University through the Federal Emergency Management Agency was Monday, August 13, 2012 in the William Sutton Administration Building, Auditorium.



MVSU faculty and staff listen to President Oliver as she gives the "State of the University Address" during the 2012 Faculty Staff Institute.

ymtf12

YOUTH MOTIVATION TASK FORCE
CONFERENCE

November 4-6

STUDENT FORUM:

NOVEMBER 5, 2012 | 10 a.m.

H.G. CARPENTER AUDITORIUM

FEATURED SPEAKER:

RICKEY THIGPEN, CLASS OF '87

MVSU LAUNCHES NEW CAMPUS MASS NOTIFICATION SYSTEM - FASTCOMMAND



On August 28, the University launched its Campus Mass Notification System called "FastCommand." This system allows quick notification of the MVSU community in case of an emergency on campus and in surrounding areas. During Hurricane Isaac, we used the web-enabled system to broadcast daily weather alerts. As a result of using this

system, we received communications from media networks as far away as Toronto, Canada. Launching "FastCommand" is part of an on-going commitment to promote and maintain the health, safety, and security of students, staff, faculty, and visitors. It also supports the goals and objectives of the Disaster Resistance University Mitigation Plan that are dedicated to reducing the cost of natural and human-made hazards at MVSU and enhancing the health, safety and welfare of students and employees.

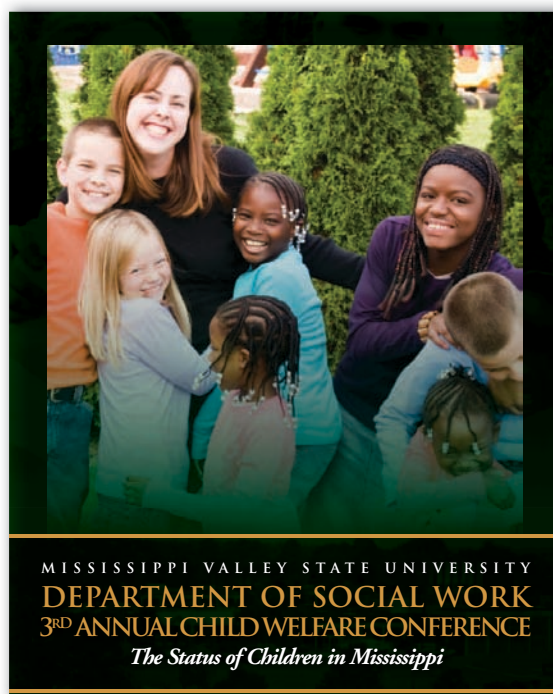
For more details about "FastCommand" visit www.mvsu.edu and click on the icon on the right.

CHILDREN'S RIGHTS EXPERTS SPOKE AT THE 3RD ANNUAL CHILD WELFARE CONFERENCE

The Department of Social Work held its 3rd annual Child Welfare Conference on Friday, September 14, on the Mississippi Valley State University campus. About 50 area social workers and students participated. Among the presenters were Linda West of the Mississippi Families for Kids, Miriam Ingber, the Senior Staff Attorney for Children's Rights Inc. (who sued the State of Mississippi in the Case of Olivia Y), and her colleague Sarah Russo, Ellen Collins of the Children's Defense Fund and Heather Carson of Mississippi Kids Count. Ellen Collins is a 1992 graduate of MVSU's Sociology Program. Dr. Tracy Mims, the Coordinator of the Baccalaureate Social Work Program at MVSU, closed the conference with a presentation on Ethical Issues in Working with Children.

"The workshop attendees from the workshop were impressed with the quality of the presentations and the presenters. They were particularly happy with how the attorney's from Children's Rights Inc. of New York addressed the issues confronting Mississippi's Child Welfare System without attacking the State or the Division of Family and Children Services," said Dr. Vincent Venturini, Chair of the Department of Social Work.

"Children's Rights was honored to participate in the 3rd Annual Child Welfare Conference at Mississippi Valley State University. This partnership is crucial for our work of driving systemic child welfare reform through litigation for us to develop relationships with local child welfare stakeholders. The MVSU conference allowed us to make those important connections, and we learned a lot from the other participants", said Miriam Ingber, Senior Staff Attorney at Children's Rights, Inc.



MVSU's Department of Social Work is frequently asked to participate in social work related activities throughout the state. Dr. Venturini has been invited to serve as a planning committee member on the Moving Mississippi's Foster Care Youth to Self-Sufficiency initiative. The goal of the initiative is to develop an action and implementation plan to ensure successful outcomes for youth exiting foster care. On Friday, September 28 the Foundation for the Mid South will host the first of a series of community listening sessions focusing on how to better serve children in foster care in Mississippi. Dr. Venturini has conducted oral histories with several young people who have exited foster care.

WELCOME ABOARD



David Stoesz
*Professor
Social Work*



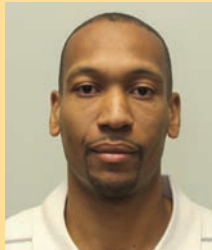
Heather McTeer-Toney
*Executive Director
Women's Center of
Excellence*



Jimmie S. Warren
*Assistant Professor of
Management
Business*



Dr. Darryl E. Harris, Sr.
*Director of Bands
Music / Fine Arts*



Marcus Golden
*Instructor
Mathematics, Computer
and Information Sciences*



Ashley Robinson
*Director of Athletics
Athletics*



Shannon Bowden
*Instructor
Department of Mass
Communication*



Teresa Banks, Ed.d
*Professor
Education*

Major Record Deal *Continued from page 4*

and personal goal of mine. I was proud because Valley will be able to receive recognition on the national level," said Oatis.

In the future, Oatis hopes that more artists come to the B.B. King Studio at Valley to get their projects produced.

"The B.B. King Recording Studio has given birth to many CD projects with hopes to launch the career of a Delta artist," said Alphonso Sanders, chair of Fine Arts and local musician. "I watched and listened to Rex Otis and Jimmy Lee, Jr. as they engineered and produced the young rapper "Lil Sipp." After listening to the final mix, we all knew that Lil Sipp was one of the phenomenal young talents who would become the next generation of creative musicians."

CommuniQue' TIPSBOX

WANT TO BE A STAR IN YOUR HOMETOWN NEWSPAPER?

If you have an upcoming event or award, etc., submit a write up of 75 words or less along with a high resolution picture and short bio. If the announcement is time sensitive, submit at least two weeks prior to the event date. The announcement will be sent to your hometown newspaper. NOTE: We can't guarantee that the announcement will be published, but information will be submitted.

VALLEY TIPS

Members of the Media – Do you want a good news story? Want to know great happenings at the University? Contact the Office of Communications and Marketing at 662.254.3578 or news@mvsu.edu.

CommuniQue'

The CommuniQue is published for faculty, staff, alumni and supporters of Mississippi Valley State University by the Office of Communications and Marketing

Editorial material should be sent to news@mvsu.edu or mailed to

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Donna H. Oliver, Ph.D.
President

Join us on



Name:Valley State



@MVSUIttaBena

Mississippi Valley State University complies with all applicable laws regarding affirmative action and equal opportunity in all its activities and programs and does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation or group affiliation, age, disability, handicap, or status as a veteran or disabled veteran.