

## 2.B University Policies and Statements

### 2.B.1 Regental Statement of Nondiscrimination - Regental Bylaw 14.06

As the governing body of the University of Michigan, the Regents have adopted the following policy on nondiscrimination, a version of which appears on all official University documents:

The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status. The university also is committed to compliance with all applicable laws regarding nondiscrimination and affirmative action.

[Chapter XIV. Miscellaneous Rules and Regulations](#) Bylaw 14.06 (revised April 2009).

### 2.B.2 Value of Diversity Statement

Senate Assembly, representing the faculty of the University, adopted the following Statement on Diversity and Inclusivity in April of 2013.

The University of Michigan is a great public institution. It is imperative that the University continue to work strenuously to create a learning community that reflects its aspirations to be a leader for public education in our increasingly diverse twenty-first century society. Therefore, it is resolved that we request the administration to: 1) seek to determine the cause(s) of the now decades-long lack of progress in improving campus diversity; 2) redirect University resources and strengthen leadership where necessary to achieve this goal of a more diverse and inclusive campus, supplementing any existing institutionalized programs with new creative approaches; 3) broaden the scope of efforts to include modern definitions of diversity (not only race, color, and national origin, but also age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, veteran status, and economic class); and 4) support initiatives such as the UM Alumni Association Leadership, Excellence, Achievement, Diversity (LEAD) scholarship program for under-represented minority students, including, to the extent possible, making such programs a high priority in the next University capital campaign, within the limits defined by the state and federal Constitutions.

For additional background, please see the [June 20, 2013 Regents Communication](#).

### 2.B.3 Discrimination and Harassment Policy

It is the policy of the University of Michigan to maintain an academic and work environment free of discrimination and harassment for all students, faculty, and staff. Discrimination and harassment are

contrary to the standards of the University community. They diminish individual dignity and impede educational opportunities, equal access to freedom of academic inquiry, and equal employment. Discrimination and harassment are barriers to fulfilling the University's scholarly, research, educational, patient care, and service missions.

Discrimination and harassment on the basis of race, color, national origin, age, marital status, disability, religion, height, weight or veteran's status as set forth in [SPG 201.35 \(Nondiscrimination Policy Notice\)](#) and will not be tolerated at the University of Michigan.

[SPG 201.35, Nondiscrimination Policy Notice](#), also prohibits discrimination on the basis of sex, sexual orientation, gender identity, and gender expression. Those forms of discrimination and harassment are not covered by this Policy and are instead addressed in [SPG 601.89, Policy on Sexual and Gender-Based Misconduct](#).

## **2.B.4 Discrimination Based on Sexual Orientation Policy**

The University of Michigan believes that educational and employment decisions should be based on individuals' abilities and qualifications and should not be based on irrelevant factors or personal characteristics which have no connection with academic abilities or job performance. Among the traditional factors which are generally "irrelevant" are race, sex, religion, and national origin. It is the policy of The University of Michigan that an individual's sexual orientation be treated in the same manner. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied. See [SPG 601.06](#).

## **2.B.5 Policy Regarding Individuals with Disabilities**

The University will not discriminate in its employment practices against applicants or employees who have a disability. Placement will be commensurate with ability to perform assigned work. Employees with disabilities will receive the same regular compensation as those with no disabilities for like work.

## **2.B.6 Religious Academic Conflicts Policy**

The University of Michigan as a public institution does not observe religious holidays. However, it is the University's policy that every reasonable effort should be made to help faculty and students avoid negative academic consequences when academic requirements conflict with their religious obligations.

[U-M Guidance to Students Regarding Conflicts Between the Academic and Religious Calendars](#), which states:

Although the University of Michigan, as an institution, does not observe religious holidays, it has long been the University's policy that every reasonable effort should be made to help students avoid negative academic consequences when their religious obligations conflict with academic requirements. Absence from classes or examinations for religious reasons does not relieve students from responsibility for any part of the course work required during the period of absence. Students who expect to miss classes, examinations, or other assignments as a consequence of their religious observance shall be provided with a

reasonable alternative opportunity to complete such academic responsibilities. It is the obligation of students to provide faculty with reasonable notice of the dates of religious holidays on which they will be absent. Such notice must be given by the drop/add deadline of the given term. Students who are absent on days of examinations or class assignments shall be offered an opportunity to make up the work, without penalty, unless it can be demonstrated that a make-up opportunity would interfere unreasonably with the delivery of the course. Should disagreement arise over any aspect of this policy, the parties involved should contact the Department Chair, the Dean of the School, or the Ombudsperson. Final appeals will be resolved by the Provost.

## **2.B.7 Policy on Sexual and Gender-Based Misconduct (Including Title IX Misconduct)**

### **Policy Statement**

The University of Michigan, comprised of the Ann Arbor campus, the University of Michigan-Dearborn, the University of Michigan-Flint, and Michigan Medicine (collectively the "University"), is committed to creating and maintaining a safe and non-discriminatory campus community that is free from Sexual and Gender-Based Misconduct and that enables individuals engaged in its Programs or Activities to participate fully in the scholarly, research, educational, patient care, and service missions of the University. The University does not discriminate on the basis of sex or gender in any of its Programs or Activities.

The University of Michigan [Policy on Sexual and Gender-Based Misconduct](#) ("Policy") prohibits the following types of conduct as defined in [Policy Section XI](#) (also referred to collectively as "Prohibited Conduct"):

1. Sexual and Gender-Based Misconduct (i.e., Sexual Assault; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Sex and/or Gender-Based Stalking; Intimate Partner Violence; Sex and Gender- Based Discrimination; Retaliation and Violation of Supportive Measures); and
2. Title IX Misconduct (i.e., *Quid Pro Quo* Sexual Harassment; Severe, Pervasive and Objectively Offensive Sexual Harassment; Sexual Assault; Intimate Partner Violence and Sex and Gender-based Stalking; as defined by and within the scope of Title IX).

Prohibited Conduct undermines the character and purpose of the University and the University will take appropriate prompt and effective action to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. Prohibited Conduct may also constitute crimes that violate federal and state law.

The University adopts the Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering an environment where all individuals are well-informed and supported in reporting possible Prohibited Conduct; (3) providing a fair and impartial process – including constitutionally required due process where applicable – for all parties; and (4) identifying the procedures by which violations of the Policy will be evaluated. Employees, Students, or Third Parties (as defined in Section II below) who violate the Policy may face, as appropriate, disciplinary action up to and including termination, expulsion, or other actions.

It is the responsibility of every member of the University Community to foster an environment free of Prohibited Conduct. All members of the University Community are encouraged to take reasonable and

prudent actions to prevent or stop such behavior.

[Sexual and Gender-Based Misconduct Resources website](#) provides information about how to report sexual and gender-based misconduct; relevant policy and procedures; education and training material; student, faculty, and staff resources; and updates. The Policy on Sexual and Gender-Based Misconduct is posted as [SPG 601.89](#). If you have questions, contact the [Equity, Civil Rights and Title IX Office](#).