

DEARBORN ADMINISTRATIVE GUIDE

Section: Faculty and Staff  
Subject: Non-Discrimination & Diversity  
Issued by: Human Resources/Affirmative Action & Ombudsman  
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**General Information**

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. The University is committed to compliance with all applicable laws regarding nondiscrimination. Furthermore, it shall strive to build a diverse community in which opportunity is equal for all persons regardless of race, sex, color, religion, creed, national origin or ancestry, age, marital status, handicap or Vietnam-era veteran status. It shall exert its leadership for the achievement of this goal by all parties with which the University transacts business, which it recognizes, or with which students or employees of the University are involved.

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. Any University of Michigan employee having a complaint of discrimination should notify the HR/AA Office. A student should notify the Affirmative Action Coordinator in the HR/AA office or the Ombudsman in the Office of Student Affairs.

It should be noted that this policy does not apply to the University's relationships with outside organizations, including the federal government, the military and ROTC.

**Primary Contact Persons:**

- Eric Bolling, HR/AA, 593-5190
- Kay Peter, Student Affairs, 593-5440

**Primary References**

- [201.35 Non-Discrimination](#)
- [201.82 Equal Employment Opportunity/Affirmative Action Policy](#)
- [201.84 Equal Employment Opportunity/Affirmative Action Policy for Handicapped Individuals](#)

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- 201.87 Equal Employment Opportunity/Affirmative Action Policy for Disabled Veterans and Veterans of Vietnam Era
- 201.89 Sexual Harassment