

DEARBORN ADMINISTRATIVE GUIDE

Section: Faculty and Staff
Subject: Equal Opportunity
Issued by: Human Resources/Affirmative Action
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General Information

The University will not discriminate against any employee or applicant for employment because of race, sex, color, religion, creed, national origin or ancestry, age or marital status.

Further, the University, through its employment practices and procedures recruits and employs qualified personnel for all of its facilities. The University provides equal opportunities before and during employment by administering each and every phase of its personnel program without regard to race, sex, color, religion, creed, national origin or ancestry, age, or marital status. In this connection, the University will develop and maintain affirmative action programs to assure this commitment.

.Anyone having further questions concerning the Equal Employment Opportunity position of the University can contact the HR/AA Office, consult SPG Section 201.82 Articles I, II and III below or the complete policy [SPG Section 201.82 pages 1 through 12](#).

SECTION I

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY

ARTICLE I

Purpose

To reaffirm and restate the University's continuing commitment to the principles of equal employment opportunity; to increase effectiveness by setting forth the action being taken and to be taken by the University and its employees concerning employment opportunities; and to provide for implementation, self-monitoring, and a measure for achievement through a comprehensive affirmative action program.

ARTICLE II

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General Policy and Bylaw of the University

The Regents of The University of Michigan, a constitutional corporation, through its Bylaw Section 14.06, have established the following general policy:

The University is committed to compliance with all applicable laws regarding non-discrimination. 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 which it recognizes or with which students or employees of the University are involved.

ARTICLE III

Specific Policy-Employment

The University will not discriminate against any employee or applicant for employment because of race, sex, color, religion, creed, national origin or ancestry, age, or marital status. (See footnote on page 12)

Further, the University, through its employment practices and procedures recruits and employs qualified personnel for all of its diverse activities and at all of its facilities. The University provides equal opportunities before and during employment by administering each and every phase of its personnel program without regard to race, sex, color, religion, creed, national origin or ancestry, age, or marital status. In this connection, the University will develop and maintain affirmative action programs to assure this commitment.

University's Nondiscrimination Statement

Updated 2/4/03

This following information must be included in printed materials regarding University programs and activities:

"The University of Michigan, as an Equal Opportunity/Affirmative Action employer, complies with all applicable federal and state laws regarding non-discrimination and affirmative action, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. The University of Michigan is committed to a

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policy of non-discrimination and equal opportunity for all persons regardless of race, sex, color, religion, creed, national origin or ancestry, age, marital status, sexual orientation, disability, or Vietnam-era veteran status in employment, education programs and activities, and admissions. Inquiries or complaints may be directed to the University's Director of Affirmative Action and Title IX/Section 504 Coordinator, Office of a Multicultural Community, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388. University of Michigan-Dearborn inquiries may be addressed to the Dearborn Affirmative Action Coordinator, Office of Human Resources/Affirmative Action, 1050 Administration Building, Dearborn, Michigan 48128-1491, 313-593-5320/5190, Fax 313-593-3568, www.umd.umich.edu/dept/hraa."