



UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Human Resources	Number:	201.35
SUBJECT:	Non-Discrimination	Revised:	6/24/09
APPLIES TO:	All Faculty and Staff	Date Issued:	
		Review Date:	6/24/13
		Attachment(s)	0
ISSUED BY:	University Human Resources and the Office of the Provost and Executive Vice President for Academic Affairs		

I. Policy

The University, in its employment and human resource policies and practices, will not discriminate against any individual because of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status, except as allowed by the need for bona fide occupational qualifications. Reasonable accommodation will also be provided to persons with disabilities, to disabled veterans, and to accommodate religious practices.