

Standard Practice Guide Policies

EEO/Affirmative Action Policy

201.82

Applies to: Employees and Applicants for Employment

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 actions being taken concerning employment opportunities, including opportunities for underrepresented individuals on the basis of sex, race, disability and status as a protected veteran.

II. GENERAL POLICY OF THE UNIVERSITY

The University of Michigan in Ann Arbor, the University of Michigan-Dearborn, the University of Michigan-Flint and Michigan Medicine (collectively the "University") are committed to compliance with all applicable laws regarding non-discrimination. The University strives to build a diverse community in which opportunity is equal for all persons regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions.

III. SPECIFIC POLICY

The University is committed to providing equal opportunity in employment and advancement to all qualified individuals. Consistent with Executive Order 11246, as amended; the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) and Section 503 of the Rehabilitation Act of 1974, the University will not discriminate against any employee or applicant for employment based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran's status in its employment practices. The University also will not discriminate against applicants or employees because they inquire about, discuss, or disclose their compensation or that of others, subject to limitations permitted by law.

As part of the University's equal employment opportunity policy, the University will also take affirmative action, as called for by Executive Order 11246, Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) and Section 503 of the Rehabilitation Act with respect to individuals based on sex, race, protected veteran status, and status as an individual with a disability.

IV. IMPLEMENTATION

The above-mentioned policy shall be communicated at a minimum annually to all employees through appropriate means, which may include an electronically communicated campus-wide message, posters in work spaces, or an article in a University publication such as the Record.

Notes

June 23, 2022 – This policy was revised to incorporate language from SPG 201.84 - EEO Affirmative Action Policy for Individuals with Disabilities, SPG 201.87 - EEO Affirmative Action Policy for Disabled Veterans and Veterans of the Vietnam Era, and SPG 601.06 - Preventing Discrimination Based on Sexual Orientation.

This policy was reviewed in September 2015. No changes were made.

SPG Number:

201.82

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Employees and Applicants for Employment

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Office of the President

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Related Links:

Regents BylawSection 14.06 (<https://regents.umich.edu/governance/bylaws/chapter-xiv-miscellaneous-rules-and-regulations/>)

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