

Standard Practice Guide Policies

Non-Discrimination

201.35

Applies to: All Faculty and Staff

The University of Michigan, including the Ann Arbor, Dearborn, Flint campuses as well as Michigan Medicine, as an equal opportunity employer, complies with all applicable federal and state laws regarding nondiscrimination. 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 in employment, educational programs and activities, and admissions.

Inquiries or complaints may be addressed to the Equity, Civil Rights and Title IX Office (ECRT) as follows:

1. Sex/Gender Identity/Gender Expression/Sexual Orientation, including sexual misconduct:

ECRT Director of Gender Equity and Title IX Coordinator

2. Disability:

Director of Disability Equity and ADA Coordinator

3. Race/Color/National Origin/Age/Marital Status/Religion/ Height/Weight/Veteran Status:

ECRT Civil Rights Director

Inquiries or complaints may be addressed to the above individuals at:

1. Equity, Civil Rights and Title IX Office

2030 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388, ecrtoffice@umich.edu (<mailto:ecrtoffice@umich.edu>)

2. Equity, Civil Rights and Title IX Office

1114 Administration Building, Dearborn, Michigan 48128-2405, 313-436-9194, ECRT-Dearborn@umich.edu (<mailto:ECRT-Dearborn@umich.edu>)

3. Equity, Civil Rights and Title IX Office

1000 Northbank Center 432 North Saginaw Street Flint, MI 48502-1950, (810) 237-6517, UMFlintECRT@umich.edu (<mailto:UMFlintECRT@umich.edu>)

Title IX Notice: Sex discrimination is prohibited by federal law through Title IX of the Education Amendments of 1972. The University of Michigan does not discriminate on the basis of sex in the education programs or activities that it operates, including admissions and employment. Title IX also prohibits retaliation against reporters of sex discrimination, including reports of sex discrimination against administrators and other employees, and the University of Michigan will investigate alleged retaliation for participation in the Title IX process. Inquiries concerning the application of Title IX may be made to the Title IX Coordinator and/or the Assistant Secretary of the United States Department of Education. Reports of sex discrimination, including sexual harassment, may be made to the Title IX Coordinator at any time at the contact information above.

For other University of Michigan information call 734-764-1817.

Notes

This policy was updated in March 2025 to remove reference to "affirmative action" consistent with rescission of federal executive order 11246.

This policy was reviewed in June 2022. Contact information was added, as well as the Title IX notice.

This policy was reviewed in September 2013. No changes were made.

This policy was reviewed in January 2018. No changes were made.

SPG Number:

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Applies To:

All Faculty and Staff

Last Updated:

March 14, 2025

Owner:

University Human Resources; Office of the Provost and Executive
Vice President for Academic Affairs

Next Review Date:

March 14, 2030

Primary Contact:

Equity, Civil Rights and Title IX Office

Related Links:

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

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