THE UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Human Resources	**Number:**	201.35
		Revised:	6/14/05
SUBJECT:	Non-Discrimination	**Date Issued:**	
		Review Date:	6/14/09
APPLIES TO:	All Faculty and Staff	**Attachment(s)**	0
ISSUED BY:	Human Resources and Affirmative Action 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, sex*, color, religion, creed, national origin or ancestry, age, marital status, sexual orientations, disability, special disabled veteran and Vietnam-era veteran status, and height or weight, 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.

* Includes discrimination based on gender identity and gender expression

II. Regulations

Other Standard Practice Guides (SPGs) relate to this policy:

SPG 201.23 "Appointment of Relatives or Others with Close Personal or External Business Relationships; Procedures to Assure Equal Opportunity and to Avoid the Possibility of Favoritism (Nepotism)."

SPG 201.82 "EEO/Affirmative Action Policy."

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."

SPG 201.89 "Sexual Harassment."

SPG 601.6 "Preventing Discrimination Based on Sexual Orientation."