THE UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Personnel	**Number:**	201.89-1
		Revised:	
SUBJECT:	Interim Policy on Discriminatory Harassment	**Date Issued:**	10/1/92
		Attachment(s)	0
APPLIES TO:	All Regular and Temporary Faculty and Staff Members		
ISSUED BY:	Personnel Office and Office of the Vice President for Academic Affairs and Provost		

POLICY

The University of Michigan strives to create a community of and for learners. To do so requires an environment of trust and openness. Discrimination, as defined in Regents' Bylaw 14.06 and a Presidential Policy Statement issued in March 1984, is unacceptable on the University of Michigan campuses. Such behavior threatens to destroy the environment of tolerance and mutual respect that must prevail if the University is to fulfill its purpose.

The University is firmly committed to these policies prohibiting discrimination. Discriminatory harassment is one form of discrimination. The University is prepared to act to prevent or correct discrimination and discriminatory harassment on the part of its faculty and staff.

Although discriminatory harassment described and prohibited by this policy includes a wide range of behaviors, it does not include certain discriminatory conduct even though that conduct may be otherwise unlawful, offensive, or prohibited by University policy. For example, sexual harassment (see the University of Michigan Policy on Sexual Harassment by Faculty and Staff, SPG 201.89), unequal pay, and denial of access to educational programs based on gender are unlawful discrimination not addressed by this policy.

The University has a compelling interest in assuring an environment in which productive work and learning may thrive. At the same time, the University has an equally compelling interest in protecting freedom of speech and academic freedom and in preserving the widest possible dialogue within its instructional and research settings.

Definition of Discriminatory Harassment

The following types of behavior are discriminatory harassment and are subject to discipline:

Verbal or physical conduct by a member of the faculty or staff that is based upon race, color, creed, religion, national origin, sex, sexual orientation, ancestry, age, marital status, handicap or Vietnam-era veteran status and that:

a) adversely affects a term or condition of an individual's education, employment, housing or participation in a University activity; or

b) is used as the basis for a decision that adversely affects an individual's education, employment, housing or participation in a University activity; or

c) has the purpose or effect of creating an intimidating, hostile, or offensive environment for academic pursuits, employment, housing, or participation in University activities.

Response and Procedures

Violations of this policy are handled under existing University harassment procedures.