THE UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	General University Policies and Procedures	**Number:**	601.6
		Revised:	
SUBJECT:	Preventing Discrimination Based on Sexual Orientation	**Date Issued:**	3/21/84
		Attachment(s)	0
APPLIES TO:	All Faculty, Staff and Students		
ISSUED BY:	Office of the President		

I. Policy

The University of Michigan believes that educational and employment decisions should be based on individuals' abilities and qualifications and should not be based on irrelevant factors or personal characteristics which have no connection with academic abilities or job performance. Among the traditional factors which are generally "irrelevant" are race, sex, religion, and national origin. It is the policy of The University of Michigan that an individual's sexual orientation be treated in the same manner. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

It should be noted that this policy does not apply to the University's relationships with outside organizations, including the federal government, the military, and ROTC.

II. Procedures

Any University of Michigan employee having a complaint of discrimination because of sexual orientation should notify her/his immediate supervisor or the Staff and Union Relations Office in the appropriate personnel service center. A student should notify the Affirmative Action Coordinator in her/his school or college or the Ombudsperson in the Office of the Vice President for Student Services. At any time, a student or employee may call the Affirmative Action Office or the Lesbian and Gay Male Program Office for counseling and advice.