

Non-Discrimination Policy

Report concerns to:

Janet Koski, Title IX Coordinator (906) 227-2420 or jakoski@nmu.edu

Date Approved:	4-20-2011
Last Revision:	11-29-2018
Last Reviewed:	11-29-2018
Approved by:	President
Oversight unit:	EQUAL OPPORTUNITY

This policy has a related procedure. [Click to view the procedure below.](#)

Purpose

Northern Michigan University does not unlawfully discriminate on the basis of ancestry, race, color, ethnicity, religion or creed, sex or gender, gender identity*, gender expression, genetic information, national origin, immigration status (unless restricted by State or federal laws and regulations), age, height, weight, marital status, familial status, pregnancy, disability, sexual orientation, military or veteran status, or any other characteristic protected by federal or state law in employment or the provision of services. NMU provides, upon request, reasonable accommodation including auxiliary aids and services necessary to afford individuals with disabilities an equal opportunity to participate in all programs and activities.

*“Gender Identity” means an individual’s actual or perceived gender, which includes transgender and gender fluid, and also takes into account an individual’s self-image, appearance, expression, or behavior, whether or not that self-image, appearance, expression, or behavior is different from that traditionally associated with the individual’s sex assigned at birth.

NMU has specific policies regarding compliance with the nondiscrimination provisions of the Americans with Disabilities Act and requests for reasonable accommodations under that act:

[ADA/Section 504 Non-Discrimination Policy and Grievance Procedure](#)
[Reasonable Accommodation Policy](#)

Applicability

Faculty, staff and students.

Policy

This policy is designed to express the University’s intent and commitment to comply with the requirements of State and federal non-discrimination laws. This Policy and all other policies and procedures of Northern Michigan University shall be interpreted and applied co-extensively with such laws. This Policy shall not be interpreted as creating any legally enforceable rights, contractual or otherwise, that are greater than those existing under applicable non-discrimination laws. The prohibition against discrimination

on the basis of sexual orientation does not apply to the University's relationships with outside organizations, including the federal government, the military, ROTC, and private employers. Nothing contained in this Policy shall be constructed as prohibiting the University from applying bona fide occupational qualifications.

Limitations are appropriate if they are directly related to a legitimate University purpose, are required by law or rules of associations to which the Board of Trustees has determined the University will belong, are lawfully required by a grant or contract between the University and the state or federal government. Limitations of current facilities are excluded from this policy.

Complaints or inquiries related to this policy shall be directed to the Equal Opportunity Office. In the event of a complaint, the Universities Discrimination/Complaint Procedure will be followed.