

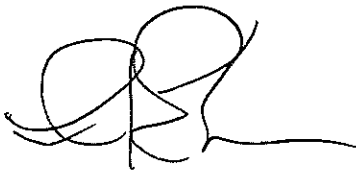
Equal Employment Opportunity Policy

It is the policy of Northern Michigan University and my personal commitment that equal employment opportunity be provided in the employment and advancement for all of its employees, students, applicants for employment and applicants for admissions regardless 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, handicap/disability, sexual orientation, military or veteran status, or any other characteristic protected by federal or state law in employment or the provision of services. In addition, the University is committed to a policy taking affirmative action to educate and employ veterans and individuals with disabilities without discrimination.

This policy applies to all employment practices, including, but not limited to recruiting, selecting, hiring, placement, seniority listings, upgrading, transfers, promotions, layoff or termination, rates of pay or other forms of compensation, and selection for training (such as management training and on-the-job-training). This policy also applies to salaries, wages, benefits, and recreational or social programs.

The University is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. The University's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the University's legal duty to furnish the information.

As President of Northern Michigan University, I declare my personal commitment to lead the University in its objectives to uphold and abide by all federal and state civil rights laws and applicable regulations as well as any applicable affirmative action and equal opportunity law. This affirmative action policy fosters freedom from unlawful discrimination in its operation and in the administration of its programs, services, and employment practices; in its relationships with students, faculty, and staff; and in its interactions with the community which it serves.



Fritz J. Erickson, President
Northern Michigan University