

Diversity, Non-Discrimination, and Conflict Resolution Policy and Procedure

Date Issued: February 19, 2014

Date Revised: February 5, 2018

Diversity and Non-Discrimination Policy

The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable laws regarding non-discrimination. The [University of Michigan](#) and the [Graham Institute](#) are committed to building a diverse community in which opportunity is equal for all persons regardless of race, sex, color, religion, creed, national origin or ancestry, age, marital status, disability, sexual orientation, gender identity or expression, height, or veteran status.

Graham Sustainability Institute Diversity, Equity and Inclusion Statement:

At the Graham Sustainability Institute, our dedication to academic excellence for the public good is inseparable from our commitment to diversity, equity, and inclusion. Our mission of engaging, empowering, and supporting faculty, staff and students to foster sustainability solutions includes ensuring that each member of our community thrives. We believe that diversity, equity, and inclusion are key to empowerment, and the advancement of sustainability knowledge, learning, and leadership.

If you witness or experience conduct that discriminates, stereotypes, excludes, harasses or harms anyone in our community based on their identity (such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion), please report it to Graham or to the University by following the procedures below.

Graham Internal Conflict Resolution Policy

The Graham Internal Conflict Resolution procedure is available to Graham staff and students who wish to submit a complaint about any action or inaction, within the jurisdiction or control of Graham, which the aggrieved alleges to be in violation of law or University policy or to be unfair, arbitrary, or capricious.

Scope of the Policy

Other University policies and procedures may apply to allegations of faculty and staff misconduct. Such matters will be governed by appropriate policies administered by other University units:

1. Complaints that faculty/staff have engaged in research misconduct will be handled by the [Office of the Vice President for Research](#).
2. Complaints that faculty/staff have violated the University's nondiscrimination and harassment policies will be investigated by the University's [Office of Institutional Equity](#).
3. Claims that faculty/staff have violated employment contracts will be investigated by [Academic Human Resources](#).

Graham Internal Conflict Resolution Procedure

1. Graham staff and students should first seek to resolve conflicts informally through mentors or supervisors. Complaints can also be reported to the Business Manager (Graham's HR representative).

2. If the matter is not satisfactorily resolved, staff and students may seek resolution informally by contacting the next level of Graham supervision.
3. If the matter is not satisfactorily resolved, staff and students may seek formal resolution through Graham's Director by submitting a written statement to the Director describing the alleged wrong(s), the facts which the employee or student believes support the allegation(s), and the disposition of the matter at prior informal steps (1-2 above).
4. The Director should seek to resolve the matter impartially and promptly.
 - a. The Director may seek advice from the Executive Committee or establish an *ad hoc* committee for advice on the matter.
 - b. The Director (or designated representative) will consult with the Office of Academic Human Resources and/or the Office of the General Counsel to assure correct and consistent interpretation of University policy and/or the law.
5. The Director (or designated representative) will inform the employee or student in writing about final decision and reasoning used.

Note: No adverse action may be taken against staff or students who use the conflict resolution procedure.

University Reporting Resources

1. Staff and students who are unsure what to report or feel they have experienced a hate/bias crime, may call 734-615-BIAS(2427) to discuss the incident with a University staff person. A list of relevant definitions is provided [here](#).
2. Staff and students may also report hate/bias crimes via the University's [online form](#) to the Dean of Students (for students) or the Office of Institutional Equity (for faculty and staff). Reports will be directed to the appropriate office.
3. Alternatively, staff and students can report hate/bias crimes by calling the Division of Public Safety and Security (734-763-1131) or the Ann Arbor Police (734-994-2911).
4. Inquiries or complaints may also be addressed to the Senior Director for Institutional Equity, and Title IX/Section 504/ADA Coordinator, Office for Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388.

Additional resources

- <http://graham.umich.edu/diversity>
- www.diversity.umich.edu
- <https://urespect.umich.edu>
- <http://www.hr.umich.edu/oie/ndpolicy.html>
- [201.08 Grievance Procedures and Dispute Resolution](#)
- [201.35 Non-Discrimination](#)
- [201.82 Equal Employment Opportunity/Affirmative Action Policy](#)
- [201.84 Equal Employment Opportunity/Affirmative Action Policy for Individuals with Disabilities](#)
- [201.87 Equal Employment Opportunity/Affirmative Action Policy for Disabled Veterans and Veterans of the Vietnam Era](#)
- [201.89-0 Sexual Harassment](#)
- [201.89-1 Discrimination and Harassment](#)
- [601.06 Preventing Discrimination Based on Sexual Orientation](#)

- [601.18 Violence in the University Community](#)
- [601.22 Faculty-Student Relationships](#)
- [601.22-1 Employee-Student Relationships](#)