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EQUAL EMPLOYMENT OPPORTUNITY

The Law School is committed to the principle of equal opportunities for all individuals. Equal employment opportunity is inherent in the ideals of the legal profession. We expect that prospective employers using the facilities of our Office of Career Planning accept that goal and that their employment policies will be consistent with it.

Nondiscrimination Policy Statement

The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation,* gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Senior Director for Institutional Equity, and Title IX/Section 504/ADA Coordinator, Office of Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388. For other University of Michigan information call 734-764-1817.

The Association of American Law Schools has adopted the following regulation:

Executive Committee Regulation 6.19. The Obligation to Provide an Equal Opportunity to Obtain Employment Without Discrimination. **A member school shall inform employers of its obligation under Bylaw 6-3(b), and shall require employers, as a condition of obtaining any form of placement assistance or use of the school's facilities, to provide an assurance of the employer's willingness to observe the principles of equal opportunity stated in Bylaw 6-3 (b)** A member school has a further obligation to investigate any complaints concerning discriminatory practices against its students to assure that placement assistance and facilities are made available only to employers whose practices are consistent with the principles of equal opportunity stated in Bylaw 6-3 (b).

The Association of American Law Schools Bylaw Section 6-3 (b) reads as follows:

A member school shall pursue a policy of providing its students and graduates with equal opportunity to obtain employment without discrimination or segregation on the ground of race, color, religion, national origin, sex, age, handicap or disability, or sexual orientation. A member school shall communicate to each employer to whom it furnishes assistance and facilities for interviewing and other placement functions the school's firm expectation that the employer will observe the principle of equal opportunity.

Employers using the interviewing facilities of the University of Michigan Law School have signed statements that they observe the principles of equal opportunity as stated in the above Nondiscrimination Policy Statement. The statements are on file in the Office of Career Planning.

Students are encouraged to bring allegations of misbehavior to our attention. These cover the range from egregious misconduct or a series of incidents that may indicate a de facto policy of discrimination to matters of insensitivity that do not warrant exclusion or censure. It has been our experience that most employers are pleased to have such matters brought to their attention and are eager to participate in their resolution. If you encounter a situation where you feel this policy has been abused or violated, please notify the Assistant Dean for Career Planning Ramji Kaul (rkaul@umich.edu) or Manager of Recruitment Programs Erin Allett (eallett@umich.edu) immediately!

Report Concerning Improper Conduct of Interview

Name _____ Date _____
Phone _____ Expected Graduation Date _____
Interviewer: _____
Employer: _____
City: _____ Interview Date: _____

Complaint: (Please attach this form to your complaint)

* Although the United States Armed Forces have recently revised their employment policies and practices (specifically, through the repeal of Don't Ask, Don't Tell), their policies continue to discriminate on the basis of gender identity and gender expression. Current federal law, however, effectively prevents the Law School from applying its anti-discrimination policy to military recruiters, including those for the Judge Advocate General Corps. The fact that military recruiters are here in no way reflects the Law Schools endorsement of their discriminatory employment practices.