

THE UNIVERSITY OF MICHIGAN-FLINT

STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES

I. Introduction

The primary purpose of the Statement of Student Rights and Responsibilities (the Statement) is to assist the University of Michigan-Flint (“University” or “UM-Flint”) in providing an environment that supports the educational process and the well-being and safety of the campus community. Free inquiry and free expression are essential attributes of the University community. As members of the community, students are encouraged to develop the capacity for critical judgment and to engage in a substantial independent search for truth. The freedom to learn depends upon the opportunities and conditions in the classroom, the campus, and in the larger community. The responsibility to secure and respect general conditions conducive to the freedom to learn should be shared by all members of the academic community. When students choose to accept admission to the University, they accept the rights and responsibilities of membership in the University’s academic and social community.

As members of the University community, students are expected to uphold its values by maintaining a high standard of conduct. Such values include, but are not limited to, civility, dignity, diversity, education, equality, freedom, honesty, and safety. The Statement is intended to define conduct expectations, to identify sanctions that may be imposed when misconduct occurs, and to ensure that students are treated with fundamental fairness and personal dignity. The Statement is an articulation of the University’s commitment to recognize and support the rights of its students and to provide a guide for defining behaviors the University considers inappropriate. It is not, however, meant to be an exhaustive list of all rights supported by the University or of all actions which may be considered misconduct.

Within the University, various units (such as the schools and colleges, administrative offices, or student organizations) have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations of those standards. This Statement of Student Rights and Responsibilities does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies. This Statement describes possible behaviors which are inconsistent with the values of the University community, it outlines procedures to respond to such behaviors, and it suggests possible sanctions which are intended to educate and to safeguard members of the University community.

Students are accountable to both civil and criminal authorities and to the University for acts that violate the law and this Statement. Disciplinary action at the University will normally proceed during the pendency of external civil or criminal proceedings and will not be subject to challenge on the grounds that external civil or criminal charges involving the same incident are pending or have been invoked, dismissed, or reduced.

Nothing in the Statement should be construed so as to limit the Chancellor's authority to maintain health, diligence, and order among students under Regents' Bylaw 2.03.

II. Academic Rights

1. Protection of Freedom of Expression. Students are responsible for learning thoroughly the content of any course of study, but are free to take exception to the data or views presented and to reserve judgment about matters of opinion.
2. Protection Against Improper Disclosure. Protection against improper disclosure of information regarding student views, beliefs, and political associations which instructors acquire in the course of their work as instructors, advisors, and counselors is considered a professional obligation.
3. Protection Against Improper Academic Evaluation. Students can expect protection, through orderly procedures, against prejudice or capricious evaluation. Students are also expected to respect the academic freedom of faculty and their rights and responsibilities to determine curriculum and evaluate academic performance.

If any student has a grievance regarding academic practices and policies, there are established procedures within each college and school of the University of Michigan-Flint for resolving such problems. See the appropriate school or college section of the Catalog for a statement of the academic grievance procedure to be followed. Graduate students should consult the Office of Graduate Programs at the University of Michigan-Flint.

For conflicts involving a faculty or staff member, students are encouraged to try to resolve the matter through consultation with that individual. If the conflict is of a discriminatory or sexually harassing nature, the student should consult with the Institutional Equity Specialist or the Office of the Dean of Students. Complaints against a faculty or staff member must be filed with the Institutional Equity Specialist.

III. Student Rights

Students at the University have the same rights and protections under the Constitutions of the United States and the State of Michigan as other citizens. These rights include freedom of expression, press, religion, and assembly. Higher education has a long tradition of student activism and values freedom of expression, which includes voicing unpopular views and dissent. As members of the University community, students have the right to express their own views, but must also take responsibility for granting the same right to others.

Students have the right to be treated fairly and with dignity regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status, and as revised in the University of Michigan Nondiscrimination Policy. The University has a long-standing

tradition of commitment to pluralistic education. Accordingly, the University, through this Statement, will not unlawfully discriminate on the basis of protected group status.

Students have the right to be protected from capricious decision-making by the University and to have access to University policies that affect them. The University has an enduring commitment to provide students with a balanced and fair system of dispute resolution. Accordingly, this Statement will not deprive students of any applicable due process protections. This Statement is one of the University's administrative procedures and should not be equated with procedures used in civil or criminal courts.

Students and student organizations are free to discuss questions of interest to them and to express opinions publicly and privately without penalty. In conveying the ideas and opinions of students, the student press is free from censorship and the need of advance approval. Editors, managers, and writers must subscribe to the standards of responsible journalism. At the same time, they are protected from arbitrary suspension and removal because of student, faculty, administrative, or public disapproval of editorial policy or content.

Students have the right to privacy of personal possessions. Searches and seizures may be conducted by appropriate University officials, but only for specific reasons of probable cause and not freely at will. The student(s) being searched must be notified of the object of the search, unless there is immediate danger to person or property.

IV. Student Responsibilities

Along with rights come certain responsibilities. Students at the University are expected to act consistently with the values of the University community and to obey local, state, and federal laws.

A. Violations

Students are expected to comply with published University policies. The following behaviors, for example, contradict the values of the University community and are subject to disciplinary action under this Statement:

1. Causing or threatening to cause physical harm to another person including acts such as killing, assaulting, or battering.
2. Perpetrating intimate partner violence, including dating and domestic violence.
3. Sexual misconduct as defined in the University's Student Sexual Misconduct Policy.
4. Discrimination or harassment in violation of the University's Nondiscrimination and Harassment Policy.

5. Hazing
6. Stalking
7. Bullying
8. Furnishing false information to the University.
9. Making, possessing, or using any falsified University document or record; altering any University document or record, including identification cards.
10. Failure to comply with directions of University officials, including campus police acting in performance of their duties. Failing to leave University-controlled premises when told to do so by a police or security officer with reasonable cause.
11. Assuming another person's identity or role through deception or without proper authorization. Communicating or acting under the guise, name, identification, email address, signature, or indicia of another person without proper authorization, or communicating under the rubric of an organization, entity, or unit that you do not have the authority to represent.
12. Theft of University property or funds; possession of stolen University property; theft or possession of stolen property on University premises.
13. Destroying, defacing, damaging, or misusing any University funds, equipment, materials, services or the funds, equipment, materials, services or property of others.
14. Possessing, using, or storing firearms, explosives, or weapons on University-controlled property or at University events or programs (unless approved by the Department of Public Safety; such approval will be given only in extraordinary circumstances).
15. Tampering with fire or other safety equipment or setting unauthorized fires.
16. Illegally possessing or using alcohol; illegally distributing, manufacturing, or selling alcohol; illegally possessing or using drugs; and illegally distributing, manufacturing, or selling drugs.
17. Initiating or causing to be initiated any false report, warning or threat of fire, explosion or other emergency on University premises or at University sponsored activities.
18. Obstructing or disrupting classes, research projects, or other activities or programs of the University; or obstructing access to University facilities, property, or programs (except for behavior that is protected by the University's policy on Freedom of

Speech and Artistic Expression).

19. Commission of any crime on University premises or at University-sponsored activities.
20. Smoking on University property.
21. Conviction, a plea of no contest, acceptance of responsibility or acceptance of sanctions for a crime or civil infraction (other than a minor traffic offense) in state or federal court if the underlying behavior impacts the University community.
22. Promoting, wagering, receiving monies for wagering, or gambling for money or property in any form on University premises or University-sponsored activities that is in violation of applicable laws.
23. Lack of compliance with the procedures outlined in the Statement; including but not limited to filing a false claim, retaliating against or intimidating individuals who participate in the Statement process; failure to comply with the terms of an informal or formal resolution; or violating the terms of any sanctions imposed in accordance with the Statement.
24. Violating University computer policies.
25. Violations of any published University policies.
26. Attempt to commit any act prohibited under this section of the Statement.

B. Scope of the Violations

Behavior that occurs in the City of Flint, on University-controlled property, or at University-sponsored activities may violate the Statement. Behavior which occurs outside the City of Flint or outside University-controlled property may violate the Statement if the behavior poses an obvious and serious threat of harm to any member(s) of the University community.

The Statement of Student Rights and Responsibilities is intended to incorporate other specific University policies by reference. These policies include:

- Information Technology Services (ITS) Technology Policies
<http://www.umflint.edu/its/policies>
- Housing and Residential Life – A Resident’s Guide to Community Living
www.umflint.edu/housing/policyproceduremanual.htm

The Statement will be used to address violations of these policies only if the violation warrants a process or a sanction beyond what is available in these policies. In such cases, policy adjudicators may take immediate action regarding a complaint as defined by their individual policy; however, final resolution may occur under the procedures outlined in this Statement.

V. RESOLUTION PROCESS

A. Purpose

The University will use the following procedures to respond to behavior that goes against the values of the University community as defined in this Statement. The University considers the procedures for resolving disputes a part of its educational mission and supports a process that provides for peer review. Persons who have questions about the Statement should contact the Office of the Dean of Students, which provides support to all participants.. Resolution and appeal processes are administrative functions and are not subject to the same rules of civil or criminal proceedings. Because some violations of these standards are also violations of law, students may be accountable to both the legal system and the University.

B. Procedures

Stage 1: Initiating the Resolution Process. Any student, faculty member, or staff member may submit a complaint alleging a violation of the Statement. A student, faculty member, or staff member may also submit a complaint based upon information reported to that person. All complaints must be submitted to the Student Conduct Officer and/or the Office of the Dean of Students, in writing, within 180 calendar days after the incident(s) alleged in the complaint. The Student Conduct Officer and/or the Dean of Students may waive the limitation period when a late submission is reasonable. If the Student Conduct Officer determines, that the alleged behavior may be a violation of the Statement, the Student Conduct Officer will notify the accused student and schedule a meeting as described below.

Stage 2: Resolution Process. The Student Conduct Officer will meet with the accused student to explain the complaint and the resolution process. The student may be accompanied by an advisor. The student will have the opportunity to ask questions and make a statement. The Student Conduct Officer will inform the accused student; (1) that statements the student makes to the Student Conduct Officer may be considered at any hearing; (2) that the student does not have to make a statement at the initial meeting; (3) that all disciplinary records are confidential to the extent permitted by law; and (4) that the student has a right to know the potential sanctions before admitting responsibility (but may not appeal if he/she accepts responsibility without asking about sanctions).

The accused student has a choice of the following methods of dispute resolution:

A. Acceptance of Responsibility: The accused student has the option of accepting responsibility for the charges and accepting the sanction determined by the Student Conduct Officer and/or Dean of Students. Upon request, the accused student has the right to know the potential sanctions before accepting responsibility; however, the accused student may not appeal if he/she accepts responsibility without asking about sanctions. The accused student also has the option of accepting responsibility for the

charges and requesting a hearing on the sanctions under the procedures outlined in Section B.

B. Hearing: The accused student may choose to have a Resolution Officer or a Student Resolution Panel arbitrate the dispute. In cases that involve more than one accused student, the students will have the options of choosing whether they have the same or separate hearings. If students cannot agree, the hearings will be separate. The hearing body will deliberate in closed session and its decision will be communicated to the student charged, in writing, by the Dean of Students within five (5) days.

Standard of Proof: The standard of proof is the preponderance of the evidence standard. This standard requires that the information supporting each finding be more convincing than the information offered in opposition to it. Under this standard, individuals are presumed not to have engaged in the conduct reported unless a preponderance of the evidence supports a finding of responsibility.

C. Procedures for Handling Discrimination and Unlawful Harassment

Complaints: When a student is accused of engaging in unlawful discrimination or harassment including, but not limited to, sexual misconduct in violation of the University's Student Sexual Misconduct Policy, the following procedures will apply. First, the Dean of Students or the Student Conduct Officer will refer the matter to the Institutional Equity Specialist for review and investigation, if necessary. Next, the Institutional Equity Specialist will conduct all investigations in consultation with the Office of the Dean of Students or Student Conduct Officer. If a student is found responsible for engaging in unlawful discrimination or harassment, the matter will be referred to the Student Conduct Officer for sanctioning. The Complainant or the Responsible Student then has the option to file an appeal of the sanction only consistent with the procedures outlined in the Appeals Section of this Statement and the grounds for review outlined in the Student Sexual Misconduct Policy.

D. Appealing the Resolution Decision: An appeal process is an essential safeguard for an imperfect human process designed to be fair. The appeal process is available to each party. All appeals must be submitted in writing to the Vice Chancellor for Student Affairs within ten (10) University business days following notification of the Student Conduct Officer's or Office of the Dean of Students' decision to accept or modify the recommendations resulting from the hearing. The Vice Chancellor for Student Affairs may waive the 10-day limitation period when a late submission is reasonable.

Grounds for appeal are limited to one or more of the following reasons:

1. There was a material deviation from the procedures that affect the outcome of the case;
2. There is new and relevant information that was unavailable, with reasonable diligence and effort, at the time of the investigation and resolution that could reasonably affect the outcome;
3. The sanctions are not appropriate and proportionate to the determined violation(s); or
4. The evidence clearly does not support the findings.

The Faculty Student Concerns Committee will prepare a written report in response to any appeal within ten (10) University business days of receiving the appeal. An appeal will be reviewed by the Faculty Student Concerns Committee. The Faculty Student Concerns Committee may take one of the following actions: confirm the decision made through the hearing process, alter the sanction(s), or recommend a re-hearing.

The Vice Chancellor for Student Affairs may accept or modify the recommendations made by the Faculty Student Concerns Committee. The Vice Chancellor for Student Affairs' final decision will be made available to the participating parties simultaneously, to the extent appropriate to honor due process and privacy concerns within five (5) University business days of receiving the Faculty Student Concerns Committee's report.

The imposition of sanctions may be deferred during the pendency of an appeal proceeding at the sole discretion of the Vice Chancellor for Student Affairs.

VI. Sanctions: Sanctions are designed to promote the University's educational mission. Sanctions may also serve to promote safety or to deter students from behavior which harms, harasses, or threatens people or property or is motivated by bias because of membership in a group listed in Paragraph 2 under Student Rights. Although it is inappropriate for the University to try to change a student's convictions, it is appropriate for the University to ask a student to change inappropriate behavior. Some behavior is so harmful to the University community or so deleterious to the educational process that it may require more serious sanctions such as removal from housing, removal from specific courses or activities, suspension from the University, or expulsion. One or more of the following sanctions may be recommended:

A. Formal Reprimand: A formal notice that the Statement has been violated and that future violations will be dealt with more severely.

B. Disciplinary Probation: A designated period of time during which the student is not in good standing with the University. The terms of probation may involve restrictions of student privileges and/or set specific behavioral expectations. The appropriate University units shall be notified of the student's probationary status.

C. Restitution: Compensation for loss, damage, or injury to the appropriate party in the form of service, money, or material replacement.

D. Restriction from Employment at the University: Prohibition or limitation on University employment.

E. Class/Workshop Attendance: Enrollment and completion of a class or workshop that could help the student understand why her or his behavior was inappropriate.

F. Educational Project: Completion of a project specifically designed to help the student understand why her or his behavior was inappropriate.

G. Service: Performance of one or more tasks designed to benefit the community and help the student understand why her or his behavior was inappropriate.

H. Removal from Specific Courses or Activities: Suspension or transfer from courses or activities at the University for a specified period of time.

I. No Contact: Restriction from entering specific University areas and/or all forms of contact with certain person(s).

J. Suspension from Specific Course or Activity: Removal from a specific course or activity.

K. Suspension in Abeyance: During Suspension in Abeyance, the student remains enrolled. However, any violation of the conduct regulations during the period of Suspension in Abeyance will, after a determination of guilt, result in automatic suspension.

L. Suspension: Separation from the University for a specified period of time or until certain conditions are met. When a student is suspended during a term, he or she is not exempted from the payment of tuition for that term.

M. Expulsion: Permanent separation from the University. When a student is expelled during a term, he or she is not exempted from the payment of tuition for that term.

N. Academic Dismissal: The student is permanently dismissed from a school or college of the University.

O. University Housing Transfer or Removal: Placement in another room or removal from University housing.

P. Other Disciplinary Action: In addition to or in place of any of the above sanctions, the student may be subject to other penalties commensurate with the offending conduct. This may include but is not limited to degree and/or transcript actions, such as rescission of a degree, withholding of course credit, loss of credit for an assignment/exam, assignment of additional work, loss of special privileges, behavioral interventions, or a behavioral contract.

VII. Related Procedures

A. Emergency Suspension: If a student's actions pose an immediate danger to any member of the University community, the Vice Chancellor for Student Affairs or a designee may immediately suspend the student pending a meeting. Except in extraordinary circumstances, that meeting will be scheduled within two (2) University business days. At this meeting, the student will be informed of the nature of the alleged violation, presented with available evidence, and given the opportunity to make a statement and present

evidence. If the emergency suspension is continued, the student will be offered a hearing option within ten (10) University business days.

B. Procedural and Interpretive Questions: All procedural and interpretive questions concerning the Statement will be resolved by the Vice Chancellor for Student Affairs or a designee.

C. Selection of Student Panelists, Resolution Officers, and Appeals Committee Members: Members of the Student Judicial Board, whose selection is outlined in the Student Government Constitution (See Appendix B), will serve as student panelists. Resolution Officers are recommended by the Faculty Council and/or the Vice Chancellor for Student Affairs. Each Student Resolution Panel will consist of three (3) voting student panelists and a non-voting Resolution Officer.

D. Records of Resolution Actions: Records will be maintained by the Office of the Dean of Students with regard to any and all actions taken under the Statement. Accordingly, records will be maintained by the Office of the Dean of Students of complaints, hearings, findings, and sanctions. For each case in which a complaint is issued, including cases where the student accepts responsibility, the record will recite the facts of all conduct found or admitted to be in violation of the Statement with sufficient specificity to indicate that a violation of the Statement occurred. Confidentiality of records will be maintained to the extent permitted by law and the University of Michigan-Flint Rights and Records Policy. If a student is suspended or expelled for non-academic reasons, a notation will be made on the student's academic record. The notation of suspension will be removed at the time the student is readmitted to the University. Records of non-academic misconduct will be maintained by the -Dean of Students and destroyed seven (7) years after the charged student's separation from the University.

E. Student Access to Records: Records and documents that will be considered during a hearing will be made available in advance to all parties but may be redacted to protect the privacy rights of individuals not directly involved in the resolution process.

F. Time Limits: For good cause, any time limit in these procedures may be extended by the Vice Chancellor for Student Affairs.

G. Reports of Actions: Statistical reports of actions taken through the Statement will be published following each academic term. These data will cover the number of complaints and the types of violations, resolutions, and sanctions.

H. Concurrent Legal and Statement Proceedings: To ensure the educational potential of the process and in fairness to a complainant, the University should provide a prompt response to behavior that goes against the values of the University as defined by the Statement. In the interest of fairness to an accused student, however, a student undergoing civil or criminal action for the same behavior that forms the basis of a complaint under this Statement may request a reasonable delay of the Statement resolution process until external proceedings are resolved. In determining whether a request is

reasonable, the Dean of Students will evaluate the unique circumstances of the case, including the length of the delay and the impact of delay on the complainant and community, in addition to protecting the integrity of the resolution process. In granting a request for a delay, the Dean of Students may implement conditions on continued enrollment, as appropriate. If an accused student's request for delay is denied, he or she may withdraw from enrollment and may not re-enroll until authorized by the Vice Chancellor for Student Affairs or his/her designee.

I. Amending the Statement of Student Rights and Responsibilities: Student Government, the Faculty Council, or the Executive Officers of the Flint campus may propose amendments to the Statement. All proposed amendments are reviewed by the Faculty Student Concerns Committee. After consultation with each of the above-mentioned groups, as well as the Vice Chancellor for Student Affairs, the Faculty Student Concerns Committee will forward the proposed amendments to the Chancellor of the University of Michigan-Flint with the committee's recommendation on implementation. The final decision on amending the Statement will be the Chancellor's.

The Chancellor will endeavor to communicate his or her decision to accept or reject each of the proposed amendments in a public and timely manner, during the regular academic year. It is suggested that the Chancellor's communication to the student body state a rationale for each decision to reject an amendment. The Vice Chancellor for Student Affairs has the authority to publish procedures for the amendment process.

Appendix A: Formal Hearing Procedures

The following procedures will apply to formal hearings:

1. In cases that involve more than one respondent, the students will have the option of choosing whether they have a joint or separate hearing. If the students cannot agree, the hearings will be separate.
2. The Hearing Board Chair will provide the parties at least five (5) University business days advance notice of the hearing. The hearing should take place no later than twenty (20) University business days after referral from the Student Conduct Officer.
3. If any party fails to appear after proper notice, the hearing may proceed and findings may be made. In addition, sanctions may be imposed without the respondent's participation.
4. The Hearing Board Chair may request the appearance of University faculty, staff or students upon his/her initiative, or upon the request of any Board member, or the respondent, or the complainant. University students and employees are required to comply with requests to appear as witnesses.
5. Both parties may have access to all written or other information that will be considered by the Hearing Board before the hearing. Both parties have the right to the name of witnesses who will testify at the hearing prior to the hearing.
6. Each party may be accompanied at the hearing by a personal advisor, who may be an attorney; however, the advisor may not participate directly in the proceedings. For example, the advisor may not question witnesses or make presentations.
7. The respondent, complainant, and Student Conduct Officer may also present written statements to the Hearing Board. The respondent and complainant may make statements at the beginning and end of the hearing.
8. During the hearing, the Student Conduct Officer, the respondent, the complainant and Hearing Board members have the right to question all participants giving testimony.
9. The Hearing Board Chair shall exercise control over the hearing to avoid needless consumption of time and to prevent the harassment or intimidation of witnesses. Unduly repetitious or irrelevant evidence may be excluded.
10. Formal rules of evidence do not apply. The Hearing Board Chair may, at his/his discretion, admit all matters into evidence that reasonable persons would accept as having probative value in conducting a fair hearing.

11. Any person who disrupts a hearing or who fails to adhere to ruling of the Hearing Board Chair may be removed immediately from the proceedings. If he/she continues to be disruptive, the Hearing Board Chair has the right to remove that person for the duration of the hearing and to continue and conclude the hearing.
12. Witnesses will be asked to affirm that their testimony is truthful. They may be subject to sanctions by the Board with respect to charges of intentionally furnishing false information to the University. Witnesses may be present in the hearing room only when they are presenting information.
13. Respondents have the right to remain silent during the hearing. Silence by the accused will not be used as evidence of responsibility for a charge.
14. To ensure the privacy of the parties and to maximize the educational potential of the process, both parties must agree to the admission of any other people (except witnesses or advisors) to the hearing.
15. To ensure fairness and consistency, and to maximize the educational potential of the process, panelists may have access to details, rationales, and results of past cases.
16. A recording will be made of hearings, and will be made available to the complainant or respondent upon request during the period in which an appeal may be filed or is pending.
17. After completion of the hearing, the Board will meet privately to determine responsibility and sanctions by a majority of the Hearing Board members. The Hearing Board Chair may vote in the case of a tie. A respondent is presumed not responsible unless the preponderance of all the information presented indicates that a violation of the Code has occurred.
18. In all cases, the Hearing Board Chair will issue a written decision containing findings of fact, conclusions as to responsibility, and rationales for any sanctions imposed, within ten (10) University business days after the completion of the hearing to the parties, the Student Conduct Officer, the Dean of the college/school in which the respondent is enrolled, and the Vice Chancellor for Student Affairs.

The Student Conduct Officer is responsible for monitoring compliance with all sanctions and informal resolution agreements.

Appendix B

The Judicial Board (J-Board) shall consist of five (5) students. Candidates for the Judicial Board shall be interviewed and appointed by an interview board consisting of seven (7) members as outlined below:

Composition of Interview Board

Two members of the faculty

Judicial Board Chief Justice and (1) Associate Justice

Student Government (SG) (or designee) and Vice President (or designee)

Vice Chancellor for Student Affairs (or designee)

All appointments to the Judicial Board shall be made by recommendation of the SG advisor and shall require the confirmation of the SG by a 2/3 vote. The term of office shall last from the time of such confirmation, until such time as he/she shall cease being a student at the University, or until such time as he/she resigns or is removed from office.

The Judicial Board shall consist of a Chief Justice, Senior Associate Justice, and three Associate Justices; one of whom shall be elected as secretary. Appointments to the position of Chief Justice shall be given to the most senior member, with the second most senior member being given the position of Senior Associate Justice. The secretary shall be selected from the three (3) remaining members. In the event of a tie for seniority, the members involved in the tie shall become candidates for an election to be held among the members of SG.

For a complete copy of the Student Government constitution, please contact SG at (810) 762-3078 or visit Room 364 University Center.

Regents of the University of Michigan

Michael J. Behm
Mark Bernstein, Ann Arbor
Laurence B. Deitch, Bloomfield Hills
Shauna Ryder Diggs, Grosse Pointe
Denise Ilitch, Bingham Farms
Andrea Fischer Newman, Ann Arbor
Andrew C. Richner, Grosse Pointe Park
Katherine E. White, Ann Arbor
Mark Schlissel (*ex officio*)

UM-Flint Executive Officers

Susan E. Borrego Ph.D., Chancellor
Douglas Knerr Provost and Vice Chancellor for Academic Affairs
Mike Hague, Interim Vice Chancellor for Business & Finance
Barbara Avery, Vice Chancellor for Campus Inclusion and Student Life
Kristin Lindsey, Vice Chancellor for Advancement

The University of Michigan Nondiscrimination Policy

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:

Kirstie Stroble
Institutional Equity Specialist
University Human Resources
University of Michigan-Flint
303 E. Kearsley Street
Flint, MI 48502
810.237.6517
stroblek@umflint.edu

or

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.

For additional copies of the
STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES
call (810) 762-3434

Adopted by the Faculty Student Concerns Committee
September 12, 2013