AFFIRMATIVE ACTION DECLARATION

Northern Michigan University formally declares its commitment to all laws mandating affirmative action and equal employment opportunity together with all applicable valid state and federal law. The intent of Northern Michigan University is to foster freedom from unlawful discrimination in its operation and administration of its programs, services, and employment practices; in its relationships with students, faculty, and staff; and in its interactions with the community in which it serves.

Northern Michigan University endorses the intent of all federal and state laws created to prohibit unlawful discrimination. 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, age, height, weight, marital status, familial status, 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. 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.

Affirmative action is an ongoing commitment. Northern Michigan University is committed to establishing and publishing an official Affirmative Action Plan including the goals to be achieved.