PRESIDENT’S STATEMENT

Northern Michigan University strives to be an inclusive community where differences are recognized as assets of the institution, respected attributes of the person and a valuable part of the university experience. The material contained in this affirmative action plan supports this diversity statement by articulating the initiatives NMU has identified for accomplishing the goals.

In addition, Northern Michigan University endorses the intent of all federal and state laws created to prohibit unlawful discrimination. As a federal contractor, Northern Michigan University is required to maintain an affirmative action program to retain eligibility for federal funds. Executive Order 11246 requires federal contractors to develop an affirmative action program, "a set of specific and result-oriented procedures to which a contractor commits itself to apply every good faith effort." 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.

This statement affirms that sufficient resources will be mobilized for a good faith effort toward attaining the goals indicated. Functions in connection with the evaluation and monitoring of the Affirmative Action Program of Northern Michigan University have been assigned to the Equal Opportunity Officer by the President of the University. Persons who wish to inspect the NMU Affirmative Action Plan or who seek other information concerning the Affirmative Action Program of Northern Michigan University should contact the Equal Opportunity Officer, Northern Michigan University, 1401 Presque Isle Avenue, Marquette, MI 49855.

As President of Northern Michigan University, I hereby declare my personal commitment to lead the University in its objectives to uphold and abide by all federal and state civil rights laws and valid applicable regulations as well as any valid and 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.

David S. Haynes, President
Northern Michigan University