

THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION

ACTION REQUEST

Approved by the Regents

September 20, 2007

Subject: Regents' Bylaw 14.06
Action Requested: Revision to Regents' Bylaw 14.06 (Nondiscrimination and Affirmative Action)

The University of Michigan is committed to being an open, inclusive, and welcoming community. This commitment is expressed most explicitly in Regents' Bylaw 14.06, and it is from this bylaw that the University's policies regarding nondiscrimination and affirmative action are derived.

Bylaw 14.06 was last updated 14 years ago, in 1993. In keeping with our desire to set the highest standards for openness and inclusiveness, and in accordance with actions that have been taken at other institutions in Michigan and elsewhere, I recommend that Bylaw 14.06 be amended to add "gender identity" and "gender expression" to the existing categories for which discrimination is prohibited and equal opportunity is guaranteed at the University.

The proposed revision to Bylaw 14.06 has been posted in *The University Record* as described in the Regents' guidelines for bylaws revisions.

I therefore recommend approval of the following changes to Regents' Bylaw 14.06: (*Additions are in italic and underlined; deletions are crossed out.*)

Regents' Bylaw Sec. 14.06. Nondiscrimination and Affirmative Action (revised September ~~1993~~ 2007)

The University of Michigan is committed to a policy of nondiscrimination and equal opportunity for all persons regardless of race, sex, color, religion, creed, national origin or ancestry, age, marital status, sexual orientation, *gender identity*, *gender expression*, disability, or Vietnam era veteran status. The University also is committed to compliance with all applicable laws regarding nondiscrimination and affirmative action.

Respectfully submitted:



Mary Sue Coleman
President

September 2007