

Policy on Prohibited Discrimination, Harassment, and Related Misconduct During Student Employment Recruiting

The University of Michigan Law School is a diverse community and the Law School seeks to create and sustain an environment of inclusivity for all of its students that is free from discrimination and harassment. The University of Michigan Law School's Non-Discrimination policy (Policy) is set forth below:

The University of Michigan Law School, as an equal opportunity employer, complies with all applicable federal and state laws regarding nondiscrimination. The University of Michigan Law School is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, ethnicity, age, marital status, sex, sexual orientation, gender, gender identity, gender expression¹, disability, religion, height, weight, military status or veteran status in employment, educational programs and activities, and admissions.

As a condition of using the Office of Career Planning's facilities or services, employers must observe the principles of equal opportunity and non-discrimination stated in this policy with respect to their own hiring, promotion, retention, and conditions of employment.

How to Report Complaints to the Law School

The Law School will investigate complaints that employers have violated this Policy, or have otherwise engaged in misconduct during the recruiting process. Please note that the Law School is concerned about not only improper behavior toward students during interviews, but also during networking receptions, call-back interviews, and during summer employment. If you are the victim of discrimination during summer employment, the school's investigative resources tend to be more limited and, therefore, so is our capacity to resolve those disputes. In our experience, however, we can still serve a useful role in supporting students in this process.

The following is meant to provide you with the basic framework for the process of reporting incidents to the Law School, but is not intended to address all possible scenarios or enumerate every exception that may arise.

I. Notify the Assistant Dean for Career Planning

¹ By Presidential Executive Order, the United States Armed Forces employment policies discriminate on the basis of gender identity and gender expression. Current federal law, however, effectively prevents the Law School from applying its non-discrimination policy to military recruiters, including those for the Judge Advocate General Corps. The fact that military offices recruit on-campus in no way reflects an endorsement by the Law School of their discriminatory employment practices. The Law School is committed to creating an inclusive environment for all students.

If you believe that an organization has violated this Policy or has otherwise engaged in recruiting misconduct, we urge you to notify the Assistant Dean for Career Planning ([Ramji Kaul](#)) immediately. This can be done in-person, or via email (rkaul@umich.edu). To schedule an in-person appointment, please email lawcareers@umich.edu.

All members of the Office of Career Planning, including Dean Kaul, are considered Individuals with Reporting Obligations (IROs). This means that they are required to share all information they have received about possible sexual or gender-based misconduct with the Title IX Coordinator in the [Office of Equity, Civil Rights, and Title IX](#) (ECRT).

ECRT responds to every report that is brought to its attention, but its primary purpose is to ensure that the student making the report has access to available resources, support, and information about next steps.

If you are not yet sure you're ready to report, there are several campus resources that provide confidential consultation and support to help students explore options prior to reporting. This includes resources for [Sexual & Gender-based Misconduct](#), [Disability & Accessibility](#), and [Civil Rights](#) issues.

II. Meet with the Assistant Dean for Career Planning

After making a complaint, you will meet with Dean Kaul to provide additional information about the incident and discuss options for next steps, including your preferred resolution of the issue.

You remain in control of the process, and your comfort level with any possible course of action is the primary factor in determining how to proceed after the meeting.

III. Resolution Process

In many instances, the student's preferred resolution is focused on making the employer's HR/recruiting team aware of the complaint. This provides a good opportunity to educate interviewers and employers about proper interviewing behavior and the high expectations we have for individuals participating in our recruiting process.

If a satisfactory informal resolution is not possible, a more formal investigation may be conducted by the Assistant Dean for Career Planning, the Assistant Dean for Student Affairs, the Associate Dean for Academic Programming, and the Dean of the Law School. A formal resolution investigation will most likely involve coordination with ECRT.

The procedures we follow are flexible, even in a more formal process. Once we have decided that a prima facie claim of a violation has been made, we will seek a response from the organization and a resolution of the matter. If a controversy remains, the investigation will continue if the charges are serious and there appears to be a reasonable chance of reaching a final decision on the merits. Interviews with members of the organization, the student, witnesses, and other individuals with potentially relevant knowledge will be conducted. Once the School believes that it has sufficient evidence of misconduct, a finding will be issued.

Sanctions

Final authority as to whether the School's policy has been violated, as well as appropriate sanctions for any violation, rests with the Dean.

Where appropriate, sanctions up to and including exclusion from recruiting activities may be imposed. The Law School views the imposition of a bar from using the career services facilities as a very serious penalty. It will be imposed on an individual only when there is clear evidence of egregious misconduct, or on an organization when there is equally clear evidence of an organizational policy or practice of improper discrimination (such as a judicial finding of discrimination or a series of incidents of misbehavior).

Confidentiality

In general, complaints will be handled privately and with the utmost discretion. The School will not ordinarily comment publicly on such matters. It is our belief that this approach has the significant benefit of creating an environment in which students are encouraged to come forward with good faith concerns, and organizations, in turn, will respond with openness.

As noted above, the Assistant Dean and all members of Career Planning are considered IROs and are required to share information about possible sexual or gender-based misconduct with the Title IX Coordinator in ECRT.

Reporting Directly to the Equity, Civil Rights and Title IX Office

In addition to, or in lieu of, making a report to the law school, as set forth in [Standard Practice Guide 201.35](#) students may report violations of this Policy directly to the Equity, Civil Rights and Title IX Office (ECRT) as follows:

1. **Sex/Gender/Gender Identity/Gender Expression/Sexual Orientation, including sexual misconduct:** ECRT Sexual and Gender-Based Misconduct Director and Title IX Coordinator
2. **Disability:** ECRT Disability Director and ADA Coordinator
3. **Race/Color/National Origin/Ethnicity/Age/Marital Status/Religion/ Height/Weight/Military Status/Veteran Status:**
ECRT Civil Rights Director

Equity, Civil Rights and Title IX Office
2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432,
734-763-0235, TTY 734-647-1388, ecrtoffice@umich.edu

For more information on how to report discrimination and/or harassment prohibited by the University, including information regarding resources that provide confidential consultation and support, visit the ECRT website's [File a Report](#) page.

Questions

If you have further questions about our policy or procedures, or how to evaluate behavior that may be insensitive or discriminatory, please consult with the Assistant Dean for Career Planning or with the Dean of the Law School.