

UNIVERSITY OF MICHIGAN

OFFICE FOR INSTITUTIONAL EQUITY
2072 ADMINISTRATIVE SERVICES BUILDING
1009 GREENE STREET
ANN ARBOR, MI 48109-1432
V: 734 763-0235 • TTY: 734 647-1388 • FAX: 734 936-8894
www.hr.umich.edu/oie

To Whom It May Concern,
May 14, 2019

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.¹ The University also prohibits retaliation related to complaints of discrimination or harassment based on any of the above identified protected classes.

Further, the University of Michigan prohibits sexual assault, sexual and gender based harassment, intimate partner violence, stalking, and related retaliation. This prohibited conduct is expressly forbidden and will not be tolerated at the University. The University of Michigan strongly encourages prompt reporting of prohibited conduct to the Office for Institutional Equity, which is tasked with investigating discrimination.

Lastly, in adopting and following institutional procedures for requesting NIH approval, prior approval of a change in the status of the Program Director/Principal Investigator (PD/PI) or other senior/key personnel is needed when administrative or disciplinary actions is taken that impacts the ability of the PD/PI, or other key personnel, to continue his/her role on the NIH award (as described in the training grant application (also see NOT-OD-18-172 re policy on change in PD/PI status)).

[Inquiries or complaints](#) may be addressed to the Senior Director for Institutional Equity and Title IX/Section 504/ADA Coordinator, Office for Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, (734) 763-0235, TTY (734) 647-1388.

¹ Please see the University of Michigan Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence (pertaining to students); SPG 201.89-0, Sexual Harassment Policy (pertaining to faculty, staff, and third parties); and SPG 201.89-1, Discrimination and Harassment Policy.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffery Frumkin". The signature is fluid and cursive, with a long horizontal stroke at the end.

Jeffery Frumkin

Associate Vice Provost for Academic & Faculty Affairs,
Interim Senior Director, OIE, and Title IX Coordinator