The Office of Legal Counsel

New Faculty Orientation
Five Pieces of Legal Advice

• Find and follow the rules
• Know your available resources
• Issue Spotting
• The Modified Miranda Warning
• Call for Help
Find and Follow the Rules

- UofM Policies
- Faculty Handbook
- Office for Institutional Equity
- Disability Resources for Students
- Office of Student Conduct
- Procurement

And also check school and departmental handbooks!
Resources

• Faculty Personnel Services
• Human Resources
• Office of Student Conduct/Behavioral Intervention Team
• Disability Resources for Students
• Office for Institutional Equity
• Office of Legal Counsel
Issue Spotting

You aren’t expected to know precisely what the law is, but you should recognize when legal issues arise and call for help.
Issue Spotting - High Risk Issues

- Any allegation of discrimination
- Personnel matters
- Disability accommodations for students
- Sexual harassment/sexual misconduct
- Academic misconduct
The Modified Miranda Warning

“Everything you say can and will be used against you in any forum possible.”

• Public Records Act
• This includes everything you write EVEN EMAIL.
• During the litigation process, the plaintiff can request every scrap of paper and all electronic data relating to the dispute.
• Something carelessly scribbled down can and will be used in the case.
Call for Help

• If you spot an issue you think might be a legal one, call.
• You don’t have to face these issues alone.
Office of Legal Counsel

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