

To: Michael Green, Faculty President
From: Aimee Parkison, Associate Professor of English, FESC Chair
Date: Oct. 3, 2011

Draft Motion for Faculty Council

Background

FESC voted unanimously to recommend the Proposed Minor Modification of Policy #98, an initiative that came from Bill Gay through his work on the Transgender Committee at UNC Charlotte. We noted that the language has already been approved by the Student Senate of the University of North Carolina at Charlotte in April of 2011, and the identical language appears in relevant policies at other UNC sister institutions.

Motion

FESC recommends the following phrase be added to Policy #98: “and/or gender identity and expression.” The phrase could be included after the term “sexual orientation” in the third sentence so that it will then read: “It is the policy of the University of North Carolina at Charlotte that the sexual orientation and/or gender identity and expression of an individual be treated in the same manner.”

Given the first two sentences of Policy #98, this change implies that those individuals referred to in the third sentence should not be discriminated against in educational and employment decisions on the basis of any of these irrelevant factors.

This change in wording to Policy #98 would make our institution more inclusive to our transgender faculty, staff, and students. It would be a clear sign that we support the ideals of social justice, diversity, and access for all people. Ultimately, it would mean faculty, staff, and students also should not be discriminated against on the basis of their gender identity or expression.

Additional Information

The Current Policy 98 Appears Below --

The University of North Carolina at Charlotte believes that educational and employment decisions should be based on the abilities and qualifications of individuals and should not

be based on irrelevant factors, including personal characteristics, that have no connection with academic abilities or job performance. Among the traditional factors which are generally "irrelevant" are race, sex, religion, disability, and national origin. It is the policy of The University of North Carolina at Charlotte that the sexual orientation of an individual be treated in the same manner. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

An employee of The University of North Carolina at Charlotte having a complaint of discrimination because of sexual orientation should notify the Director of Personnel. A student should notify the Office of the Dean of Students.

This policy prohibiting discrimination on the basis of sexual orientation in educational and employment decisions of The University of North Carolina at Charlotte does not prohibit the University from establishing relationships with outside organizations that do not adhere to such a policy.

With the Proposed Minor Modification, Policy 98 would read as below. For emphasis, the minor modification is highlighted –

The University of North Carolina at Charlotte believes that educational and employment decisions should be based on the abilities and qualifications of individuals and should not be based on irrelevant factors, including personal characteristics, that have no connection with academic abilities or job performance. Among the traditional factors which are generally "irrelevant" are race, sex, religion, disability, and national origin. It is the policy of the University of North Carolina at Charlotte that the sexual orientation **and/or gender identity and expression** of an individual be treated in the same manner. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

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