

ESTABLISHING SEXUAL ORIENTATION AS A FGCU POPULATION PROTECTED FROM
DISCRIMINATION AND HARASSMENT UNDER FGCU BOT REGULATION PR1.003 AND
COMPANION NON-DISCRIMINATION AND ANTI-HARASSMENT COMPLAINT POLICY AND
PROCEDURE

Adopted by Faculty Senate December 5, 2008

The Faculty,

CONSIDERING that proposed FGCU Regulation PR1.003, a revised Non-Discrimination and Anti-Harassment Regulation, and its companion Non-Discrimination and Anti-Harassment Complaint Policy and Procedure, have been submitted to the University community for consideration and discussion and will be likely considered for adoption by the FGCU Board of Trustees;

CONSIDERING that the revised Regulation and its companion Policy and Procedure document do not recognize sexual orientation as a class of the University community protected from discrimination and harassment;

HAVING SEEN that the 2007-2010 FGCU Collective Bargaining Agreement, negotiated between United Faculty of Florida and FGCU Administration, ratified by FGCU Faculty and approved by the FGCU Board of Trustees, states that “Neither the University nor the UFF shall discriminate against any employee based upon race, color, sex, sexual orientation, religion, national origin, age, veteran status, disability, political affiliation, or marital status”;

RECOGNIZING the importance of an inclusive work environment in recruiting and retaining a diverse and qualified faculty who can speak to the broadest range of perspectives and experiences that students need to encounter in order to become fully engaged and responsible citizens of a healthy democracy;

HAVING SEEN the University’s stated commitment as articulated in revised PR1.003 “to foster a community in which diversity and inclusion are valued and opportunity is realized”;

RESOLVES that proposed, revised Section 1.a and 4.a of the Non-Discrimination and Anti-Harassment Regulation; and the “definition of terms” section of the companion Non-Discrimination and Anti-Harassment Complaint Policy and Procedure, be amended to include “sexual orientation” as a protected class of the University community against which discrimination and harassment are prohibited.