

## **RESOLUTION**

### **EXTENDING EQUAL EMPLOYEE BENEFITS FOR FGCU FACULTY IN DOMESTIC PARTNERSHIPS**

Adopted by the FGCU Faculty Senate, February 26, 2010

The Faculty,

CONSIDERING 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;

KNOWING the centrality of non-salary benefits – including, but not limited to, healthcare coverage and access to tuition vouchers for spouses/partners and dependents – in making FGCU an attractive place to work;

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”;

CONSIDERING that FGCU’s Mission vows that the University will “embrace diversity”; that FGCU’s Guiding Principles declare that “Diversity is a source of renewal and vitality,” and commit the University to fostering “individual, social, cultural, and intellectual diversity” that “models a condition of openness in which students, Faculty, and staff engage multiplicity and difference with tolerance and equity”; and that FGCU’s Student Learning Goal and Outcome No. 2 emphasizes the importance of a “culturally diverse perspective,” including “gender” and “sexual orientation”;

CONSIDERING that FGCU’s Non-Discrimination and Anti-Harassment Regulation, and its companion Non-Discrimination and Anti-Harassment Complaint Policy and Procedure, protect Faculty and staff from discrimination or harassment on the basis of, among other things, “sex,” “marital status,” and “sexual orientation”;

BELIEVING that the failure to extend equal employment benefits to Faculty in domestic partnerships constitutes a violation of FGCU’s institutional policies as well as the terms of the Collective Bargaining Agreement with Faculty, and discriminates against Faculty in domestic partnerships on the basis of gender, marital status and, in many cases, sexual orientation; and

BEING CONVINCED that FGCU cannot effectively fulfill its Mission, live up to its Guiding Principles, uphold its commitment to students as stated in the Student Learning Goals and Outcomes, or effectively serve its leadership role in Southwest Florida if it does not embody institutional values in all policies and procedures;

RESOLVES that FGCU extend equal employee benefits for University Faculty in domestic partnerships.