

College of Business

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Thursday, October 01, 2015

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To: Dr. Tim Hudson, Chancellor,
Arkansas State University

From: Jeffrey Pittman, Chair
ASU Shared Governance Oversight Committee



Subject: Shared Governance Proposal - 15 FA 03 – ASU Non-Discrimination Policy

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This fall, Lori Winn asked the SGOC to consider a new, expanded non-discrimination statement for ASU. The statement changes have been reviewed in the past through shared governance. The SGOC accepted the non-discrimination change proposal and assigned itself as the sponsoring constituent. This proposal was forwarded from the SGOC to the ASU Faculty Senate, Staff Senate, Deans Council, Chairs Council, Graduate Student Council, and the Student Government Association. The following vote totals and comments were received. The SGOC sends this proposal to you for your consideration.

- Faculty Senate - Supports the proposal unanimously **contingent upon** including “marital status” as one of the protected groups;
- Staff Senate – Supports the proposal, 26-0;
- Deans Council - Supports the proposal unanimously;
- Chairs Council - Supports the proposal 26-0, but **requests** that marital status be addressed in the non-discrimination statement;
- Graduate Student Council - Supports the proposal 7-0;
- Student Government Association - Supports the proposal 27-0; **suggests** that marital status be included.

- I. Date: August 31, 2015
- II. Sponsoring Constituent: ASU Shared Governance Oversight Committee
- III. Statement of the Issue: The ASU System policies regarding non-discrimination statements should conform to recent court opinions regarding discrimination laws.
- IV. Rational for Proposal: The current ASU non-discrimination statements were constructed prior to recent Supreme Court opinions regarding legal protections against certain forms of discrimination. The proposed non-discrimination statement in this proposal was previously the subject of shared governance review and constituent input. Changes were postponed in the past to allow for the law to be clarified by additional court opinions.
- V. Type of review – Full

The shared governance proposal: All Arkansas State University publications, handbooks, web pages, or other official statements from the University, where non-discrimination policies are presented, should conform to the following non-discrimination statement:

Arkansas State University does not discriminate on the basis of color, sex, sexual orientation, gender identity, race, age, national origin, religion, veteran status, genetic information or disability in any of its practices, policies or procedures. This includes, but is not limited to, employment, admissions, educational services, programs or activities which it operates or financial aid.