

SGOC Proposal Submitted by Faculty Senate

December 2, 2010

Proposal to change the General Statement of Employment at Arkansas State University

Current Policy

The current General Statement of Employment appears in the Personnel Policies as Section IIa. on page 38. The first sentence reads as follows:

“It is the policy of Arkansas State University to provide equal employment opportunity to all qualified persons; to prohibit discrimination against any employee or applicant for employment because of race, color, religion, gender, age, physical handicap, or national origin, and to promote full realization of equal employment opportunity through a positive continuing program of affirmative action.”

Recommendation for Change

The Subcommittee consisting of Stacy Troxel, Amany Selah, Bill Rowe, and Dick Freer propose the following wording of the first sentence of this policy:

“It is the policy of the University to provide equal employment opportunity to all qualified persons; to prohibit discrimination against any employee or applicant for employment because of race, ethnicity, religion, gender, age, disability, sexual orientation, gender identification, or national origin; and to promote the full realization of equal employment opportunity through a positive continuing program of affirmative action.”

Explanation of Change

This alters the current policy with the substitution of “disability” for “physical handicap” (which is consistent with current laws such as the Americans with Disabilities Act, (P.L. 101-336 of 1990) and the Individuals with Disabilities Education Act (P.L. 101-476 of 1990) to rename, consolidate, and advance the Education for All Handicapped Children laws and amendments), and with the addition of the words ethnicity, sexual orientation, and gender identification. Otherwise the sentence is the same.

Rationale

Rationale: We believe this is the right thing to do and the wording reflects the intent of the faculty at the time the current handbook was approved.

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