

FACULTY SENATE RESOLUTION 94-06

WHEREAS the Ad Hoc Faculty Committee on Discrimination has reviewed existing University policy statement and relevant related documents and has interviewed individuals and organizations responsible for administration of such University policies and individuals and organizations representing those traditionally subject to discrimination, and

WHEREAS the Committee found that the University has no policy statement that speaks to issues of racial discrimination, especially as these relate to students and the teaching-learning environment, and

WHEREAS PS-48 (Appeals) is highly technical in its routing procedures, may be intimidating to students, and is generally unwieldy and unsatisfactory, and

WHEREAS there is a general lack of awareness among students and faculty on what existing policies are and what avenues exist to pursue for redress,

THEREFORE, BE IT RESOLVED that the University:

1. Develop a policy statement on racial and other forms of discrimination and intimidation
2. Revise PS-48 to make it more user-friendly and clear in terms of routing procedures
3. Designate an officer at a sufficient level of authority, and commit sufficient funds, to send a clear message to the University community that harassment or creation of a hostile environment is unacceptable and will draw sanctions
4. Publicize the existence of the new policy statement on racial and other discrimination, the re-written PS-48, and of the designated office
5. Insure that the new policy statement and the holder of the designated office are sensitive to important principles of academic freedom, due process, and the rights of the accused in addressing particular instances of alleged discrimination