

**A Faculty Senate
RESOLUTION
On Adding “Sexual Orientation” to the University’s Discrimination Policies***

Whereas a strong university welcomes a diverse faculty, staff, and student body, and

Whereas sexual orientation is not rationally related to judgments of academic or professional merit or competence, and

Whereas other institutions of higher learning across the nation, including public universities in the state of Texas, have expressly forbidden discrimination on the basis of sexual orientation, and

Whereas current discrimination policy at Stephen F. Austin does not expressly forbid discrimination on the basis of sexual orientation,

Therefore be it resolved that:

The faculty senate supports making the following changes to the university’s existing discrimination policies:

Employment discrimination and retaliation on the basis of race, color, national origin, sex, religion, age, mental or physical disability, *or sexual orientation* shall be strictly prohibited. (Policy E-69)

It is the policy of Stephen F. Austin State University not to discriminate against any employee or applicant for employment because of race, color, religion, sex, age, national origin, disability, or disabled veteran status, *or sexual orientation*. (Policy E-46)

The University's fundamental policy will be to provide equal employment opportunity in all of its operations and in all areas of employment practices and to assure that there shall be no discrimination against any employee or applicant for employment on the grounds of race, color, sex, religion, age, national origin, veteran status, physical or mental disability, *or sexual orientation*. (Policy E-4)

The review plan for each employee should be free from discrimination including race, color, religion, sex, age, national origin, disability, disabled veteran status, *or sexual orientation*. (Policy E-57)

All position and salary range assignments shall be made on the bases of the work to be performed without regard to race, color, religion, sex, age, disability, national origin, veteran status, marital status, *or sexual orientation* and in keeping with the laws, policies, and regulations of the State of Texas and the Board of Regents of Stephen F. Austin State University. (Policy E-71)

At Stephen F. Austin State University, no faculty, staff, or student may discriminate against another on the basis of discrimination based on race, color, religion, sex, age,

national origin, disability, disabled veteran status, *or sexual orientation*. (SFA General Bulletin, currently page 31)

*Unanimously passed by SFA's Faculty Senate on April 18, 2008