



MEMORANDUM

To: Donna E. Shalala, President

From: Tomas A. Salerno
Chair, Faculty Senate

Date: February 27, 2015

Subject: Faculty Senate Legislation #2014-23(B) – Revise the *Faculty Manual* Policy on Non-Discrimination to Include Gender Identity and Expression to Align it with the University’s Policy

The Faculty Senate, at its February 25, 2015 meeting, voted unanimously to approve the revision of the *Faculty Manual* policy on Non-Discrimination to include gender identity and expression to bring it into alignment with the recently revised University’s policy as amended. The proposed policy was also approved by the Affirmative Action and Title IX Administrator as well as the Office of the General Counsel.

Proposed changes reflected in underlined / ~~strikeout~~ format.

BEGIN TEXT FACULTY MANUAL:

~~Nondiscrimination Policy of the University¹~~

~~The University of Miami does not discriminate against any individual on the basis of race, creed, color, sex, age, disability, sexual orientation, veteran's status, or national origin. The University does not intend by the commitment to require compliance with this policy by governmental or external organizations that associate with but are not controlled by the University, or to extend insurance or similar benefits beyond those now provided by other policies of the University, except as required by law.~~

END TEXT

BEGIN TEXT EQUALITY ADMINISTRATION OFFICE, DIVISION OF STUDENT AFFAIRS, AND SPECTRUM PROPOSAL

Non-discrimination Policy of the University

Members of the UNIVERSITY FACULTY shall abide by the Non-discrimination Policy of the University.

¹#94001(B)

It is the policy of the University of Miami that no person ~~within the jurisdiction thereof~~ shall, on the basis of race, religion, color, sex, age, disability, sexual orientation, gender identity or expression, veteran status, or national origin be excluded from participation in, be denied the benefits of, or subjected to discrimination or harassment (including all forms of sexual harassment and sexual violence) on the basis of race, religion, color, sex, age, disability, sexual orientation, gender identity or expression, veteran status, or national origin, under any program or activity of the University, regardless of whether such program or activity occurs on campus or off-campus. This applies to an act of any kind, taking place on University property, utilizing University resources, or involving any University activity or program taking place off campus.

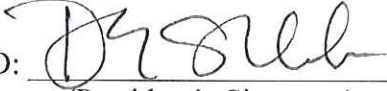
END TEXT

This legislation is now forwarded to you for your action.

TAS/rh

cc: Thomas LeBlanc, Executive Vice President and Provost
Aileen Ugalde, University General Counsel
David Birnbach, Vice Provost, Faculty Affairs
Wilhemena Black, Affirmative Action and Title IX Administrator

CAPSULE: Faculty Senate Legislation #2014-23(B) – Revise the *Faculty Manual* Policy on Non-Discrimination to Include Gender Identity and Expression to Align it with the University’s Policy

APPROVED:  DATE: 03/06/2015
(President’s Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Faculty Senate

EFFECTIVE DATE OF LEGISLATION: _____
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____