**Date:** October 22, 2013

**Sponsoring Constituent:** Faculty Senate

**Statement of the Issue:**

The current General Statement of Employment in the Faculty Handbook is dated, is limited to employment opportunities and is not reflective of sentiment of the campus with regard to non-discrimination.

**Policy Proposal: Policy of Nondiscrimination**

It is the policy of Arkansas State University to provide an educational and work environment in which thought, creativity, and growth are stimulated, and in which individuals are free to realize their full potential through equal opportunity. The university should be a place of work and study for students, faculty, and staff, which is free of all forms of discrimination, sexual intimidation and exploitation. Therefore, it is the policy of Arkansas State University, to prohibit discrimination of its students, faculty, and staff and to make every effort to eliminate discrimination within the university community.

Therefore, Arkansas State University is committed to providing equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, age, gender, religion, national origin, marital or parental status, disability, veteran status or sexual orientation. In addition, discrimination in employment on the basis of genetic information is prohibited.

**Rationale:**

This statement more accurately reflects the inclusive culture desired by Arkansas State University and is inclusive of students as well as faculty and staff. Further this would bring Arkansas State University into line with the University of Arkansas, along with the other major universities in the state.

**Faculty Handbook:**

Section II.a. in the Faculty Handbook should be renamed **General Statement of** **Nondiscrimination**. This policy revision could be blended with the language in the Faculty Handbook (II.a.) and should replace the entire first paragraph. The second paragraph should be edited to include a reference to students (see bold italics).“This policy shall be followed in recruiting, hiring, determination of pay, promotions, university-sponsored programs, transfers, leaves, returns from leaves, demotions, terminations, social and recreational programs, use of university facilities, benefits, ***admission to the university***, and treatment as individuals.”

**Type of Review:**

As this is a matter of importance to the entire, an **expedited** review of this policy statement is requested.

Respectfully submitted,

Julie Isaacson, Chair

Faculty Senate

**Disposition**

