

FACULTY SENATE

THE UNIVERSITY OF ALABAMA

Resolution on Sexual Orientation and the University's Policies

Whereas, the University of Alabama bears a special moral and ethical responsibility to promote diversity and inclusiveness, and

Whereas, a diverse and inclusive learning environment which respects and enhances the potential of all members of our community is crucially important to the University's mission of achieving excellence in teaching, research, and service, and

Whereas, the Faculty Senate of The University of Alabama reaffirms its belief, first stated in its Diversity Support Resolution passed unanimously on Mar. 21, 2000, that "acceptance of diversity in terms of race, ethnicity, religion, culture, gender, sexual orientation, or physical challenges is critical to responsible leadership and citizenship," and

Whereas, the Board of Trustees of The University of Alabama affirmed on Sept. 19, 2003, that our University system "promotes opportunities for equal access for all qualified students and values diversity among its students, faculty, staff, and administration" and "helps stimulate the continuing awareness of ethics and human values," and

Whereas, the current University policies on non-discrimination and equal opportunity are unclear regarding discrimination based on sexual orientation,

Therefore, be it resolved, that the Faculty Senate of The University of Alabama reaffirms its commitment to promote respect for and appreciation and celebration of diversity in all aspects of University life, and reaffirms the importance of an inclusive and welcoming environment for our University community, and

Be it further resolved that discrimination based upon sexual orientation is condemned, and that any systems and practices embodying such discrimination must be dismantled, and

Be it further resolved that the Faculty Senate joins with the University of Alabama Student Senate, various elements of the University of Alabama-Birmingham Student Government, and the Faculty Senate of The University of Alabama-Birmingham in requesting that "sexual orientation" be included in the types of discrimination specifically abjured in the University of Alabama's Equal Opportunity Policy and in its Non-Discrimination Policy, and further joins them in requesting that all other steps as warranted be taken toward ensuring compliance with this amended policy.

Adopted by Faculty Senate

The University of Alabama

October 21, 2003