

Longwood University Faculty Senate
PROPOSAL/POLICY COVER SHEET

This cover sheet is intended to provide information to members of the Faculty Senate about a new proposal/policy or about revisions to an existing proposal/policy. **If you are proposing a new policy, then attach the text of the policy to this form. If you are proposing a change to an existing policy, then attach the text of the current policy with any deleted language marked by a strikethrough and with new language marked by an underline. If you are deleting a policy, then attach the text of the policy to be deleted.**

COMMITTEE(S) that authored or sponsored this proposal: Executive Committee of the Faculty Senate

TOPIC: Non-Discrimination Policy Section I. C. of *FPPM*

BACKGROUND (Provide a brief statement describing the origins of this proposal, the nature of the problem it addresses, and the work completed to devise the proposal): The non-discrimination policy in the *FPPM* must adhere to all state and federal regulations, which are constantly changing. Rather than updating this policy each time we get a new governor, this language links to Human Resources web pages that will have the most current policies and procedures.

SUMMARY OF NEW POLICY OR PROPOSED CHANGES OR DELETIONS TO AN EXISTING POLICY (Provide a brief list or statement describing the content of the policy or the proposed changes or deletions):

- Remove protected categories
- Change from referring complaints to Faculty Status Committee to referring to the Office of Human Resources
- ***See the end of this cover sheet for the exact language of the proposed change.***

RATIONALE FOR THE POLICY OR PROPOSED CHANGES (Provide a brief statement as to why the new policy, the changes, or the deletion is needed):

The protected categories under Longwood University's non-discrimination policy must change every time a new governor is elected to the Commonwealth and passes Executive Order #1, so the list in the *FPPM* is rarely as inclusive as it should be. Other state and federal regulations also change frequently, and the Board of Visitors must approve each change. To avoid making constant changes to the *FPPM* and to be as inclusive as possible, the revised language links to Human Resources web pages that will have the most current categories, policies, and procedures. In addition, we have changed the recipient of complaints to the Office of Human Resources for referral or resolution instead of the Faculty Status Committee, which may not have the resources to handle all such concerns.

Routing information and signature lines:

Date submitted to Senate Executive Committee for Consideration: 4.22.19

Action(s) Taken: Approved

Date first read at Faculty Senate: 4.25.19

Action(s) Taken:

Date final action taken by Faculty Senate:

Action(s) Taken:

Senate Chair: _____

Date submitted to the PVPAA (within 5 working days of Senate approval):

Action(s) Taken:

PVPAA: _____

Date: _____

Date submitted to other administration:

Action(s) Taken:

Administrator: _____

Date (within 15 working days of PVPAA’s signature): _____

Date submitted to the Board of Visitors:

Coversheet updated 9/2017

PROPOSED CHANGE TO Section I. C.

C. STATEMENT OF NON-DISCRIMINATION. Because of our commitment to realizing equal opportunity for all students, employees, and applicants for admission and employment, Longwood University faculty members promote an environment that is welcoming to all and seek to foster justice- and equity-based civic leadership through our programs and practices. Longwood University adheres to all applicable state and federal [non-discrimination](#) policies, equal opportunity/affirmative action statutes and regulations, and [policies regarding civility, diversity, and inclusion](#) in the workplace. Any members of the faculty, including administrators with faculty rank, who have grievances based on discrimination should direct their complaints to the Office of Human Resources for resolution or referral.