

Resolution in favor of non-discrimination in state employment

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

Whereas, lesbian, gay, bisexual and transgender faculty, students, administrators and staff make outstanding contributions to Longwood University's mission of research, service and teaching, and

Whereas, in the increasingly competitive and diverse workforce and economy, recruiting and retaining the best faculty, students, administrators and staff require the Longwood University to be as attractive an opportunity as possible, and

Whereas, one hundred and thirteen (113) of the one hundred and twenty (120) top colleges ranked by US News and World Report include sexual orientation in their nondiscrimination policies, and

Whereas, sixty-one of sixty-two top-ranked research universities who are members of the Association of American Universities (AAU) include sexual orientation in their nondiscrimination policies, and

Whereas, Virginia institutions including George Mason University, Hampden-Sydney College, Hampton University, Hollins University, James Madison University, Longwood University, Norfolk State University, Old Dominion University, Radford University, Randolph-Macon College, the University of Richmond, the University of Mary Washington, the University of Virginia, Virginia Commonwealth University, Virginia Polytechnic Institute and State University, and Washington and Lee University include sexual orientation in their nondiscrimination policies, and

Whereas, there is no federal law protecting gay, lesbian, bisexual or transgender employees from such workplace discrimination, and

Whereas, there is currently no state law in Virginia prohibiting discrimination against employees of state or local government, including employees of Virginia's public colleges and universities, based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, or status as a special disabled veteran or other veteran covered by the Vietnam Era Veterans Readjustment Act of 1974, as amended, and

Whereas, all employees of the Commonwealth or its political subdivisions or agencies deserve statutory protection against employment discrimination based on any of the above non-merit based factors, and

Whereas, recent survey research by the Equality Virginia Education Fund shows that more than 90% of Virginians support the right of gay, lesbian, bisexual and transgender citizens to work for the government without discrimination,

Now, therefore, be it resolved that the Faculty Senate of Longwood University calls upon the Virginia General Assembly to pass legislation codifying the basic human right of all public employees to be free from discrimination in the workplace based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, status as a special disabled veteran or other veteran covered by the Vietnam Era Veterans Readjustment Act of 1974, as amended and sexual orientation, including gender identity.