A Resolution recommending the UM System adapt the gender identity and expression clause into the Systems Non-Discrimination Clause

Purpose:

1. To provide a comprehensive prohibition of discrimination on the basis of gender identity and expression for all students, faculty, staff, other employees or persons affiliated with the University of Missouri, prospective students and visitors.

2. To provide meaningful and effective remedies for discrimination on the basis of gender identity and expression.

3. To invoke the powers of the student body, faculty, staff and administration in all of its capacities to advocate this legislation and help insure its timely and effective implementation into the non-discrimination policy of the entire University of Missouri system.

Whereas, In December 2004, the MU Values Committee stated that in order to achieve diversity, the university must:

1. “Cultivate a welcoming environment for all members of the community;

2. Reflect the diversity of the state by encouraging the participation of all who are qualified; and,

3. Help faculty, staff and students, through education and example, to live productively and peacefully in an increasingly diverse society and world,” and

Whereas, The University of Missouri’s current Non-Discrimination Clause (390.010 A1 of the Collected Rules and Regulations of the University of Missouri System) reads as follows: “The University of Missouri System is an Equal Opportunity/Affirmative Action institution and is nondiscriminatory relative to race, religion, color, national origin, sex, sexual orientation, age, disability or status as a Vietnam-era veteran.”

Whereas, The University of Missouri prides itself in the diversity if its student body and staff population and attempts to preserve an open environment for the advancement of all students and staff, and
Whereas, All students should enjoy the right to learn both inside and outside the classroom in an environment free of discriminations, and

Whereas, All employees and potential employees of the university have the right to employment in a workplace free of discriminations, and

Whereas, Transgender persons are statistically discriminated against and more likely to suffer from violence than other GLBT groups, and

Whereas, 266 institutions of higher education (including Arizona State University, the University of Arizona, the University of California System, Yale University, Emory University, the University of Illinois System, the University of Iowa, University of Louisville, the University of Maine System, Harvard University, MIT, Michigan State University, University of Michigan, Washington University in St. Louis, Princeton University, University of New Mexico, Columbia University, Cornell University, New York University, University of North Carolina-Chapel Hill, Duke University, Ohio State University, University of Oregon, Pennsylvania State University, University of Pittsburg, Brown University, University of Rhode Island, University of Tennessee Knoxville, Vanderbilt University, University of Vermont, Washington State University, Georgetown University, and the University of Wisconsin System) have “gender identity” and/or “gender expression” in their Statement of Non-Discrimination, and

Whereas, Of all the AAU member Institutions, 70% (n=42) of schools already include Gender Identity and/or Expression in their non-discrimination policies, and

Whereas, Of all the AAU member PUBLIC institutions, 59% (n=20) of schools already include gender expression and/or expression in their non-discrimination policies, and

Whereas, Of all the Big 12 Conference Institutions, three schools (Iowa State, Kansas State, and University of Texas at Austin) include Gender Expression and/or identity in their non-discrimination policies, and

Whereas, Transgender inclusion is essential in promoting tolerance and diversity at the University of Missouri.

Therefore, Be It Resolved that the Graduate Professional Council supports the inclusion of “gender identity and expression” to the non-discrimination statement for the University of Missouri System.

Therefore, Be It Further Resolved, that the Graduate Professional Council urges the Board of Curators to amend all existing employment and student policies of the University of Missouri that pertain or relate to the subject matter of discrimination and non-discrimination of individuals, whether faculty, staff or student, to include as a protected classification the category of “gender identity and expression.”
Therefore, Be It Even Further Resolved, that all such policies shall designate the protected categories as “race, color, religion, sex, sexual orientation, gender identity and expression, national origin, age, disability, and status as a Vietnam era veteran” and that the policies amended include, but are not limited to, the policies contained in the Collected Rules and Regulations of the University of Missouri known as 320.010 Equal Employment Opportunity Program, 370.010 Faculty Grievance Procedure, 380.010 Staff Grievance Procedure, 390.010 Student Grievance Procedure and that the administration is to amend each of the policies so as to formally reflect the changes adopted.

Therefore, Be It Even Further Resolved, that such policies shall maintain the provision “This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or military organizations associated with the Armed Forces of the United States of America.”

Execution Clause: GPC petitions the University of Missouri and all of its schools, departments, and subsidiaries to amend the University of Missouri’s Non-Discrimination Policy to add “gender identity and expression,” thereby including transgender identity. Furthermore, the Graduate Professional Council will change its Constitution to read, “Nondiscrimination Clause: The Graduate Professional Council prohibits any constitutional, ritualistic, or selective restriction that shall deny membership to any student for reasons of race, religion, color, age, sex, national origin, disability, Vietnam Veteran Era status, sexual orientation, or “gender identity and expression.”

Respectfully Submitted,

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