

FACULTY SENATE RESOLUTION ON PARTNER PREFERENCES, SEXUAL ORIENTATION, GENDER IDENTITY, & GENDER EXPRESSION

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Whereas in some academic institutions across the United States, including in Utah, there exists ambiguity towards or disapproval of the acceptance and support of all individuals regardless of their partner preferences, sexual orientation, gender identity, gender expression, or other distinguishing factors; and

Whereas, the UVU Faculty Senate considers non-discrimination and affirmative action critical to the mission of our university and of great value to society; and

Whereas, the UVU Faculty Senate, university administration, and Board of Trustees recognize and endorse inclusion, diversity, and non-discrimination as can be seen in the institutional Inclusion Plan 2020-2024, which the Board of Trustees approved on February 26, 2020 ; and

Whereas, UVU Faculty Senate, university administration, and Board of Trustees affirm that fair and equitable treatment of individuals should exist; and

Whereas the interconnectedness of academia means we as a whole institution have a responsibility to create a safe, positive, and inclusive learning and working environment;

Be it resolved that the Faculty Senate of the Utah Valley University opposes any action that would minimize or limit acceptance and support of individuals based on their partner preferences, gender identity, gender expression, or other distinguishing factors. Instead, the Faculty Senate supports an individual's right to expression and choice. Utah Valley University is a place of inclusion for all.

Recommendations:

- a) Encourage participation in and promote the voice and function of the university-wide LGBTQ+ action committee;
- b) Work to support and implement strategic actions found in the institutional Inclusion Plan 2020-2024;
- c) Foster the development of LGBTQ+ inclusive pedagogy and curriculum via the collaborative efforts of the campus-wide LGBTQ+ Committee, Faculty Senate, and other areas of campus; and
- c) Support and celebrate diversity, equity, and inclusion.

In addition, because of the additional obstacles to reporting that may be faced by those who identify as LGBTQ+, beyond those already faced by all who experience harassment, discrimination or abuse, we further recommend that UVU:

d) Continue and strengthen sustained institutional commitment for a more inclusive approach to the problem of sexual assault, harassment, and discrimination for university members; and

e) Create stronger, more reliable, more responsive reporting and investigation procedures for victims to report incidents of sexual assault, harassment, and discrimination via the collaborative efforts of the campus-wide LGBTQ+ Committee, Faculty Senate, and other areas of campus.