

## **A Resolution to Amend The George Washington University Equal Employment Opportunity Policy (EEO) To Include “Gender Identity or Expression” ((09/1)**

WHEREAS, the current EEO does not specifically include “gender identity or expression” as a basis for which the University does not unlawfully discriminate; and

WHEREAS, over 260 colleges and universities have included “gender identity or expression” in their non-discrimination policies; and

WHEREAS, the inclusion of “gender identity or expression” would be consistent with provisions in the District of Columbia Human Rights Act that prohibit educational institutions from discriminating against individuals on this basis; and

WHEREAS, the inclusion of “gender identity or expression” assures current and prospective transgender students, faculty and staff that GW is a nurturing and supportive campus community; and

WHEREAS, the GW Student Association has voted unanimously to support the inclusion of such language in the EEO; and

WHEREAS, GW students have expressed their belief that the inclusion of “gender identity or expression” in the EEO would result in an increased sense of safety and security; NOW, THEREFORE

**BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY**

That the EEO be amended to read as follows:

“The George Washington University does not unlawfully discriminate against any person ~~on the basis of~~ on any basis prohibited by federal law, the District of Columbia Human Rights Act, or other applicable law, including without limitation, race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or gender identity or expression. This policy covers all programs, services, policies and procedures of the University, including admission to educational programs and employment. ~~The University is subject to the District of Columbia Human Rights Act.~~”

**BE IT FURTHER RESOLVED THAT THE FACULTY SENATE** supports the amending of all University non-discrimination statements, including those in the Guide to Student Rights and Responsibilities and the GW statement on Discrimination and Harassment Prohibited in the Workplace, to include “gender identity or expression.”

Joint Committee of Faculty and Students

April 8, 2009

Adopted as amended, May 8, 2009