

# MEMO

To: Charles Watson, Faculty Senate President

From: Ronnie Williams, Vice President for Student Services and Institutional Diversity

Date: October 3, 2013

RE: UCA's Statement of Non-Discrimination

As you are aware, UCA has made steady and significant progress in creating a positive climate for LGBTQ employees and students; however, not including sexual orientation in our statement of non-discrimination has become a point of concern for many on our campus, including those of us who have been tasked with enhancing educational diversity on our campus.

Therefore, I am asking that you and the Faculty Senate consider two options: (1) expand the University's non-discrimination statement/policy to include sexual orientation and gender identity, or (2) remove all verbiage that pertains to individuals or groups.

Thank you for your consideration in this matter.

CC: Tom Courtway  
Steve Runge