

## **JMU Faculty Senate Resolution - Discrimination Policy Response**

**PASSED: March 25, 2010**

Whereas Attorney General Kenneth T. Cuccinelli's March 4, 2010 letter to the Presidents, Rectors, and Visitors of Virginia's public colleges and universities recommends that those institutions refrain from including "sexual orientation," "gender identity," "gender expression," or a similar classification as a protected class within their non-discrimination policies, so long as those institutions do not receive specific authorization from the General Assembly to do so, and

Whereas Governor McDonnell's Executive Directive One reaffirms his commitment that state institutions may not discriminate based on sexual orientation in their employment practices, and

Whereas Governor McDonnell has earlier stated his opposition to extending employment protection in state government based on sexual orientation;

The Faculty Senate (a) recognizes that confusion may exist among the JMU student body concerning Richmond's conflicting directives to the university about its non-discrimination policy, (b) resolves that the faculty of JMU have no intention of obscuring or attenuating their defense and valuation of diversity at this institution, (c) repudiates discrimination against any member of the JMU community on the basis of sexual orientation, and (d) reasserts the right of the JMU community to articulate and defend a standard of unambiguous tolerance.