WHEREAS the Faculty Handbook contains University policies that
govern faculty rights, responsibilities, terms of employment, and other
relevant issues;

WHEREAS the Handbook has grown by accretion over many years, and
as a result, requires regular updating and revision;

WHEREAS the current version of the Handbook does not reflect changes
in the federal law pertaining to complaints involving members of a class
that is legally protected (e.g., race, national origin, religion, sex, age, or
disability);

WHEREAS the University is currently under monitoring from the Office of
Civil Rights (OCR) and failure to update Handbook language could cause
the University to be out of compliance with the OCR decree;

WHEREAS the Executive Board reviewed and approved amendments
proposed by the Handbook Committee intended to ensure that Handbook
language reflects the federal law;

WHEREAS University administration has indicated that the Academic
Senate will be consulted on any potential changes to the August 2020
Policy on Prohibited Discrimination, Harassment and Retaliation;

BE IT RESOLVED that the Academic Senate endorses and recommends to
the President of the University the proposed changes to Chapters 6, 7,
and 8, as set out in the attached document.