

Resolution 042

A Resolution to Clarify the Anti-Discrimination and Anti-Harassment Policy

Sponsored By: Senator Holcomb

Co-Sponsored By: Senator Birth, Senator Cunningham, Senator Michels

Whereas,

The University upholds an Anti-Harassment and Discrimination policy as well as a Student Code of Conduct to protect the character of the University community by discouraging conduct that is inconsistent with the mission and values of the institution and the Catholic Church.

Whereas,

The Anti-Harassment and Discrimination Policy Statement reads “No person will be denied employment, admission, or educational opportunity, or otherwise be discriminated against or harassed in the University’s programs or activities on the basis of race, color, religion, sex, national origin, age, marital status, personal appearance, family responsibilities, physical or mental disability, political affiliation, status as a veteran, or any other basis protected by applicable federal, state, or local laws or University policy.”¹

Whereas,

Harassment is defined in the Code of Conduct as “Any actions, threats, gestures, images, and/or words directed toward another person via any medium which have the purpose or which tend to incite a breach of the peace, create a hostile, offensive or demeaning environment, or cause emotional distress to that person because of the humiliating, degrading, intimidating, insulting, coercive, ridiculing, and/or alarming nature of the conduct.”²

Whereas,

Section B, Subsection 1 of the Code of Student Conduct defines discriminatory harassment as “offensive, unwelcome conduct or language that is based on an individual’s race, color, religion, sex, national origin, age, marital status, personal appearance, family responsibilities, physical or mental disability, political affiliation, status as a veteran, or any other basis protected by applicable Federal and state or local laws.”

Whereas,

Both of these policies omit “sexual orientation” in their lists of protected categories.

Whereas,

Senate 006 unanimously passed Resolution 021 which called for the Student Code of Conduct to be amended by adding this language, yet no action was taken in making this change.³

¹ “Anti-Discrimination and Anti-Harassment Policy,” The Catholic University of America, accessed February 26, 2022. <https://policies.catholic.edu/faculty-staff/employment/eeo/affirmact.html>.

² “Code of Student Conduct,” The Catholic University of America, accessed February 26, 2022. <https://policies.catholic.edu/students/studentlife/studentconduct/conduct-full.html>.

³ “A Resolution To Clarify The Student Conduct Policy on Harassment at The Catholic University of America,” accessed February 26, 2022. <https://sga.catholic.edu/senate/resolution-021.pdf>.

Whereas,

The University of Scranton⁴, Georgetown University⁵, Boston College⁶, St. Joseph's University⁷, as well as Benedictine College⁸, all explicitly include "sexual orientation" in their harassment, discrimination and bias-related conduct policies contained within their respective student codes of conduct. Benedictine is also listed alongside The Catholic University of America on the Newman Guide of faithfully Catholic colleges and universities.⁹

Whereas,

The Catholic University of America is dedicated to upholding "Life and Dignity of the Human Person", which cannot be done to the fullest extent unless all members of the student body are given the necessary protections.

Be it enacted that

The Student Government Association Senate, acting in its official capacity as the representative of the undergraduate student body of The Catholic University of America, hereby requests that the University take immediate action to include the following amendments to the Anti-Discrimination and Anti-Harassment Policy as well as the Student Code of Conduct:

1. Amend the Policy Statement of the Anti-Harassment and Anti-Discrimination Policy to include "sexual orientation" in its list of protected categories.
2. Amend the Student Code of Conduct's Section B, Subsection 1 to include "sexual orientation" as one of the bases in defining "discriminatory harassment."

Agreed to by a vote of _____ yeas to _____ nays on this date: _____ with _____ abstaining and _____ not present.

Abby Anger

President of the Student Government Association

Monica Wallace

Vice President of the Student Government Association

⁴ "Nondiscrimination Statement," The University of Scranton, accessed February 26, 2022. <https://catalog.scranton.edu/content.php?catoid=55&navoid=6753>.

⁵ "Code of Student Conduct," Georgetown University, accessed February 26, 2022. <https://georgetown.app.box.com/s/bibfmpo93061uxmwir29>.

⁶ "Discriminatory Harassment Policy," Boston College, accessed February 26, 2022. <https://www.bc.edu/content/dam/bc1/sites/policies/Discriminatory-Harassment-Policy.pdf>.

⁷ "SJU Student Handbook 2021-2022 Academic Year," Saint Joseph's University, accessed February 26, 2022. https://drive.google.com/file/d/1YHUiu_gdazh6CXOp8ZmmT-afdINcW1A4/view.

⁸ "Benedictine College Student Handbook," Benedictine College, accessed February 26, 2022. <https://www.benedictine.edu/Assets/uploads/files/student-life/benedictine-college-student-handbook.pdf>.

⁹ "Recommended Colleges," Cardinal Newman Society, accessed February 26, 2022. <https://newmansociety.org/college/>.