

UNIVERSITY of HOUSTON

STUDENT GOVERNMENT ASSOCIATION

Label: SGAR-580XX

Date introduced: March 9, 2022

Author(s): Vice President Alghafir, Chief of Staff Bonnete

Sponsor(s):

Draft: First Read

Resolution in Support of the University of Houston Anti-Discrimination Policy

Whereas, the University of Houston prohibits discrimination on the basis of race, color, sex (including pregnancy), religion, national or ethnic origin, age (40+), disability, veteran status, genetic information, gender identity, gender expression, and sexual orientation (collectively referred to as a "Protected Class")¹;

Whereas, discriminatory practices include: harassment on the basis of a protected class; retaliation against an individual for filing a charge of discrimination, participating in an investigation, or opposing discriminatory practices; Employment decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a Protected Class; and Denying employment opportunities to a person because of marriage to, or association with, an individual of a Protected Class. Title VII prohibits discrimination because of participation in schools or places of worship associated with a particular racial, ethnic, or religious group²;

Whereas, the University of Houston System is committed to maintaining and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from discrimination and harassment of any kind³;

Whereas, harassment is defined as subjecting an individual on the basis of her or his membership in a Protected Class to unlawful severe, pervasive, or persistent treatment

¹ <https://www.uh.edu/equal-opportunity/anti-discrimination/faqs/#:~:text=The%20University%20of%20Houston%20prohibits,a%20%22Protected%20Class%22>

² <https://www.uh.edu/equal-opportunity/anti-discrimination/faqs/#:~:text=The%20University%20of%20Houston%20prohibits,a%20%22Protected%20Class%22>

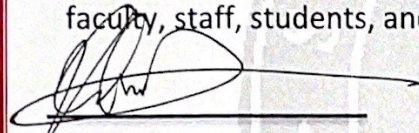
³ <https://www.uh.edu/equal-opportunity/anti-discrimination/policies/>

that constitutes: humiliating, abusive, or threatening conduct or behavior that denigrates or shows hostility or aversion toward an individual or group; an intimidating, hostile or abusive learning, living or working environment, or an environment that alters the conditions of learning, living or working; or an unreasonable interference with an individual's academic or work performance⁴;

Whereas, the University of Houston Student Government Association will not initiate, participate in, or be witness to any act that inflicts or intends to inflict physical or mental harm or discomfort or which may demean, disgrace, or degrade any person, regardless of location, intent, or consent of participant(s)⁵;

Therefore, be it resolved by the Student Government Association of the University of Houston:

Supports the University of Houston System and its Universities Anti-Discrimination Policy that prohibits discrimination and harassment and establishes a mechanism for processing complaints of unlawful discrimination and harassment against University faculty, staff, students, and visitors.



Rohit Shajan

Speaker of the Senate

Date of Senate Approval: 3-31-2022

Arsalan Darbin

Student Government President

Date of President's Approval: _____

⁴ <https://www.uh.edu/equal-opportunity/anti-discrimination/policies/>

⁵ <https://www.uh.edu/sga/files/constitution.pdf>