

GENDER EQUITY RESOLUTION

RESOLVED THAT: The Academic Staff Assembly endorses the concept of Gender Equity as detailed in Faculty Document 861, the report of the Task Force on Gender Equity.

We endorse the effort to coordinate gender equity concerns in one office under the Vice Chancellor for Academic Affairs.

We concur that there is a structural problem of inequality between faculty and academic staff, and "the problem of structure is exacerbated by the issue of gender." Therefore, as we resolve the issues of appropriate salary levels, job security and participation in decision making for all academic staff, we also need to be alert for any bias based only on gender in each of these concerns.

We endorse initiatives for improved child care and parental leave programs. We recommend personnel practices that do not penalize part time work.

We endorse educational programs for all personnel on the subject of gender equity and sexual harassment issues.

We approve the use of nonsexist language in all official writings, in contracts, and in informal interaction with colleagues.

We endorse the principle that a supportive atmosphere for women will also be a supportive atmosphere for men. A commitment to merit based on performance and ability will insure maximum benefit to the excellence of the University.

Approved by the Academic Staff Assembly on 11-12-90.