


MEMORANDUM

To: Faculty Senate, Seton Hall University  
From: Dr. Larry A. Robinson   
Provost and Executive Vice President, Seton Hall University  
Re: Faculty Guide Amendment regarding Nondiscrimination  
Date: May 7, 2015

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The Office of the Provost is in Receipt of your resolution regarding the Faculty Guide amendment regarding nondiscrimination.

We agree that article 2 is in need of an update. We agree to the wording as it appears on the website. It is copied here:

As a Catholic institution of higher education, Seton Hall University (“the University”) embraces Judeo-Christian values that proclaim the dignity and rights of all people. The University is committed to providing a working and learning environment that is free from discrimination, harassment, retaliation and other unlawful conduct and that assures the fair and equitable treatment of all individuals. The University abides by all applicable federal, state and local laws that prohibit discrimination and harassment based on any legally protected class including, but not limited to race, color, religion, age, national origin, ancestry, gender, pregnancy, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity and /or expression, handicap and/or disability, atypical hereditary cellular or blood trait, AIDS and/or HIV status, genetic information, and veteran status or military service (the “protected classes”) and that prohibit retaliation. Moreover, the University administers all its policies and programs in accordance with our Catholic mission and the teachings of the Catholic Church.



FACULTY SENATE

## SETON HALL UNIVERSITY

### MEMORANDUM

**To:** Dr. Larry Robinson, Provost and Executive Vice President, Seton Hall University

**From:** Faculty Senate, Seton Hall University

**Re:** Faculty Guide Amendment re: Nondiscrimination

**Date:** April 13, 2015

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At the April 10, 2015, meeting of the Faculty Senate, the Faculty Senate approved a motion to change provisions of Article 2 of the Faculty Guide regarding nondiscrimination to reflect the Non-Discrimination Policy on the University web site, as follows:

Faculty at the university are protected from all forms of discrimination: The University is committed to providing a working and learning environment that is free from discrimination, harassment, retaliation and other unlawful conduct and that assures the fair and equitable treatment of all individuals. The University abides by all applicable federal, state and local laws that prohibit discrimination and harassment based on any legally protected class including, but not limited to race, color, religion, age, national origin, ancestry, gender, pregnancy, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity and /or expression, handicap and/or disability, atypical hereditary cellular or blood trait, AIDS and/or HIV status, genetic information, and veteran status or military service (the "protected classes") and that prohibit retaliation.

Received by:

April 13, 2015

Dr. Larry Robinson, Provost and Executive Vice President, Seton Hall University

April 13, 2015

Dr. Judith Lothian, Chair, Faculty Senate, Seton Hall University

Faculty Senate • [academic.shu.edu/senate](http://academic.shu.edu/senate)  
400 South Orange Avenue • South Orange, New Jersey 07079

SETON HALL UNIVERSITY FACULTY SENATE

Meeting of April 10, 2015

1:00 p.m.

Beck Rooms

Walsh Library

9. Committee Motions

b. Faculty Guide and Bylaws Committee

i. *Motion*: Second reading of proposed changes to Article II in the Faculty Guide:

The current language:

**NONDISCRIMINATION**

The university agrees to continue its policy of not discriminating against any employee of the university, or applicant for employment, because of race, religion, color, creed, national origin, gender, sexual orientation, marital status, age, or physical or mental impairment not directly affecting the ability of a job applicant or employee to meet her or his responsibilities and to carry out his or her duties as specified in this Faculty Guide.

should be changed to reflect the Non-Discrimination Policy on the University web site, preceded by the language in bold:

**Faculty at the university are protected from all forms of discrimination:**

*The University is committed to providing a working and learning environment that is free from discrimination, harassment, retaliation and other unlawful conduct and that assures the fair and equitable treatment of all individuals. The University abides by all applicable federal, state and local laws that prohibit discrimination and harassment based on any legally protected class including, but not limited to race, color, religion, age, national origin, ancestry, gender, pregnancy, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity and / or expression, handicap and/ or disability, atypical hereditary cellular or blood trait, AIDS and/ or HIV status, genetic information, and veteran status or military service (the "protected classes") and that prohibit retaliation.*

\*Vote: approved unanimously by voice vote.