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Appeal to Add Sexual Orientation on Non Discriminatory Clause

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CENTENNIAL

University of Rhode Island
Department of Psychology

TO: Stewart Cohen, Chair
AUCBC/AAUP

FROM: Al Lott, Psychology

DATE: Thursday, February 20, 1992

SUBJECT: Suggested Change in Upcoming Contract

I should like to urge AAUP to bring its contractual non-discrimination clause in line with the University's non-discrimination clause (Undergraduate Bulletin, 1991-1992, p. 7) in the new contract to be negotiated this year.

Specifically, I want to ask that AAUP add sexual orientation to its non-discriminatory clause, as has been University policy for a number of years. The suggested change appears below with the addition underlined (1990-1992 Agreement, p. 2).

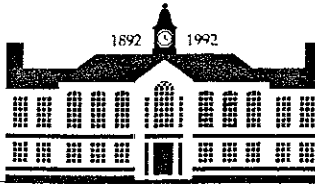
ARTICLE III NON-DISCRIMINATION CLAUSE

- 3.1 The Board and the Association agree not to discriminate in any way against employees covered by this Agreement on account of race, religion, political affiliation or beliefs, color, national origin, sex, physical handicap, age or sexual orientation;

This is a small but important step toward expanding the coverage of our non-discrimination clause. In addition, it is embarrassing to think we lag behind the Administration in matters of social sensitivity and civil rights.

AL/ds

c. A. Swonger



CENTENNIAL
University of Rhode Island
University Library, Office of the Dean

To: Al Lott, Psychology

From: Michael Vocino, AUCBC/AAUP *Michael*

Subject: Changes in contract language

Date: 2 March 1992

I'm responding to your memo to Stewart Cohen concerning possible changes in the contract language to add sexual orientation to its non-discriminatory clause.

At the first AUCBC meeting held in January, I moved that such a language change take place. The committee voted to approve the inclusion of "sexual orientation" in its non-discriminatory clause at that meeting. Just as a bit of history, I was also on the last AUCBC and that committee also voted unanimously to include the language change you requested in your memo of February 20, 1992. Let's hope this year bargaining takes place and that we can have this important change in place and very soon.

cc: A. Swonger
S. Cohen