

Draft Proposal from Joseph H G Fu <joefu@uga.edu>

Resolution

The University Council Human Resources Committee proposes that the first paragraph of the UGA [Non-Discrimination and Anti-Harrassment Policy](#) be amended to read

The University of Georgia (the "University") is committed to maintaining a fair and respectful environment for living, work, and study. To that end, and in accordance with federal and state law, University System of Georgia ("USG") policy, and University policy, the University prohibits harassment of or discrimination against any person because of race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran status ("protected status") by any member of the University Community (as defined below) on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for any member of the University Community. Incidents of harassment and discrimination will be met with appropriate disciplinary action, up to and including dismissal or expulsion from the University.

This text is copied verbatim from the corresponding paragraph of the UGA NDAH that was in place prior to March 2025. The sole difference is the addition of the parenthesis defining the term "protected status", which its taken from the current (February 2026) policy.

In proposing this now we are responding to the recent document issued by the USG entitled "Response to Staff Council on why changes were made to Board Policy 6.6 Nondiscrimination and Anti-Harassment and Board Policy 8.2.1 Equal Employment Opportunity" (RSCWCWMBPNDHAH), which states in part

The main differences ... between the prior and current policy are that the updated policies ... specifically list protected characteristics under the law [.]

We emphasize that the RSCWCWMBPNDHAH refers nowhere to UGA policy, but only to changes to the System-wide policy enacted at the November 2024 meeting of the BOR. Prior to this date the USG NDAH policy read in its entirety

The Board of Regents prohibits unlawful discrimination, harassment, and retaliation within the University System of Georgia (USG) and all USG institutions based on any characteristic protected by law.

The UGA policy language that we propose to restore thus aligns entirely with the USG policy, and moreover with its direction of travel, which is to further specify protected characteristics.