



## University Council February Human Resources Committee Meeting Agenda

13 February 2026 1:00 pm to 2:00 pm

### Duties

- To review and recommend policies related to faculty and staff benefits, including but not limited to leave programs, retirement programs, health and life insurance programs, emeritus faculty benefits, and other human resource matters.
- To review and recommend policies related to gender and equity issues.

### Agenda

1. Welcome, Call to Order, and Introductions
  2. Action items:
    - Volunteer for Minute taker
    - Approval of the minutes from January 30, 2026, meeting
  3. UGA Guest Speaker:
    - Professor Randy Beck, University Council Parliamentarian, Justice Thomas O. Marshall Chair of Constitutional Law
- Information Items:
    - **Executive Committee and University Council dates for 2025-2026**

Executive Committee Agenda Deadline	Executive Committee Meeting	University Council Meeting
2/12/2026	2/25/2026	3/18/2026
3/12/2026	3/25/2026	4/15/2026

- Old Business:
  - Response to USG Staff Council regarding the changes made to Board Policy 6.6 Nondiscrimination and Anti-Harassment and Board Policy 8.2.1 Equal Employment Opportunity. (*Attachment A*)
  - Previous NDAH Resolution submitted by Dr. Joe Fu (*Attachment C*)
- New Business:
  - New NDAH Resolution submitted by Dr. Joe Fu (*Attachment B*)
  - The Postdoc salaries presentation was deferred at the request of the Office of Postdoctoral Affairs to allow completion of the work and presentation.
- Adjourn

**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**

As part of broader changes to several USG Policies approved during the November 12, 2024 Board of Regents meeting, Board Policy 6.6 Non-Discrimination and Anti-Harassment and Board Policy 8.2.1 Equal Employment Opportunity were revised with a January 1, 2025 effective date (See Appendix A).

The main differences between the prior and current policy are that the updated policies 1) emphasize merit in employment decisions, 2) specifically list protected characteristics under the law, and 3) prohibit preferential treatment based on an individual's protected status.

One thing that remains the same: federal and state law still protect all students and employees, to the fullest extent, from harassment, discrimination or preferential treatment on the basis of legally protected characteristics such as race and sex.

The revisions ensure that institutions align with the expectations that guide the entire University System of Georgia while maintaining their own commitment to fairness and respect.

Most importantly, the updates preserve the rights and protections of every campus community member, helping to maintain a campus where all members of the campus community can learn from and support one another.

## Appendix A

Prior to the November 12, 2024 Board meeting the Board policy 6.6 Non Discrimination and Anti-Harassment and 8.2.1 Equal Employment Opportunity read as follows:

### 6.6 Non-Discrimination and Anti-Harassment

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.

### 8.2.1 Equal Employment Opportunity

No person shall be excluded from employment or participation in, denied the benefits of, or subjected to discrimination, harassment, or retaliation under any program or activity conducted by the Board of Regents of the University System of Georgia (USG) or any USG institution based on any characteristic protected by law. Incidents of discrimination, unlawful harassment, and retaliation will be met with appropriate disciplinary action, up to and including dismissal from the USG.

Effective January 1, 2025, the revised policies now read:

### 6.6 Non-Discrimination and Anti-Harassment

Equal opportunity and decisions based on merit are fundamental values of the University System of Georgia (USG). The Board of Regents prohibits discrimination on the basis of an individual's age, color, disability, genetic information, national origin, race, religion, sex, or veteran status ("protected status"). No individual shall be excluded from participation in, denied the benefits of, or otherwise subjected to unlawful discrimination, harassment, or retaliation under any USG program or activity because of the individual's protected status; nor shall any individual be given preferential treatment because of the individual's protected status, except that preferential treatment may be given on the basis of veteran status when appropriate under federal or state law.

### 8.2.1 Equal Employment Opportunity

Equal opportunity and decisions based on merit are fundamental values of the University System of Georgia (USG). The Board of Regents prohibits discrimination on the basis of an individual's age, color, disability, genetic information, national origin, race, religion, sex, or veteran status ("protected status"). No individual shall be excluded from participation in, denied the benefits of, or otherwise subjected to unlawful discrimination, harassment, or retaliation under, any USG program or activity because of the individual's protected status; nor shall any individual be given preferential treatment because of the individual's protected status, except that preferential treatment may be given on the basis of veteran status when appropriate under federal or state law.

All employment processes and decisions, including but not limited to hiring, promotion, and tenure, shall be free of ideological tests, affirmations, and oaths, including diversity statements. The basis and determining factor for all such decisions should be that the individual possesses the requisite knowledge, skills, and abilities associated with the role, and is believed to have the ability to successfully perform the essential functions, responsibilities, and duties associated with the position for which the individual is being considered. At the core of any such decision is ensuring the institution's ability to achieve its mission and strategic priorities in support of student success.

**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.

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

## Resolution

The first paragraph of the Non-Discrimination and Ant-Harassment Policy of the University of Georgia, as it shall appear on the official website <https://eoo.uga.edu/laws-policies-and-regulations/civil-rights-and-ndah/non-discrimination-and-anti-harassment-policy/> and all other appropriate official media, shall be amended to read (added text in red; no text otherwise deleted or altered):

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 on the basis of an individual’s age, color, disability, genetic information, national origin, race, religion, sex, (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity 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.