



**UNIVERSITY OF
GEORGIA**

Minutes

Human Resources Committee February 13, 2026 Meeting

February 13, 2026

1:05 PM – 1:53 PM

Attendees: Angie Royer (Chair), Donald Addison, Alexa Bankert, Chad Bolding, Joseph Fu, Timothy Gupton, Christina Hanawalt, Juanita (Ex-Officio) Hicks, Lauren Housley, Hilary Hughes, Brendan Hunt, Tom Jones, Caner Kazanci, Samarchith Kurup, Jimmy Lambert, Michael Myers, Oyeshina Gideon Oyeku, Sharon Parker, Brian Seagraves, Sechindra Vallury, Amy Winter, Catie Young, Hui Zhang

Absent: Gregory Colson, Alison Morrison, Christine Scartz

I. CALL TO ORDER

- The Human Resources Committee met on February 13, 2026, via Zoom. A quorum being present, Chair Angie K. Royer called the meeting to order at 1:05 PM.
- **Administrative Note:** The Chair requested a volunteer to serve as Secretary. No volunteer came forward. The Chair noted the meeting would be digitally recorded to ensure an accurate record of compliance.

**II. GUEST SPEAKER: PROFESSOR RANDY BECK (UGA University Council
Parliamentarian)**

The University Council Executive Committee and their duties in Section B. Subsection 8 related to University Council Agenda was explained to the committee by Professor Randy Beck.

Professor Beck addressed the committee regarding the scope of the University Council's jurisdiction under **Article 5, Section 2** of the University Statutes (<https://policy.uga.edu/university-statutes/>).

The question being asked for the committee to consider is the University Council's jurisdiction.

- **Key Advisory of Statutory Advisory:** Professor Beck advised that the Council's legislative power is limited to actions "consistent with the policies of the Board of Regents."
- **University System of Georgia Alignment:** He cited a **November 4, 2025** communication from USG Vice Chancellor Karen Elliott, confirming that UGA's current NDAH policy is fully aligned with Board of Regents mandates and that no further amendments are required.
- **Jurisdictional Insight:** Professor Beck cautioned that adopting a rule inconsistent with Board of Regents policy (i.e., reverting to old language) may fall outside the University Council's delegated authority. USG policy falls outside the University Council's delegated authority.

III. NEW BUSINESS: NDAH RESOLUTION

- **Motion:**
 - A motion was made by (Joe Fu) and seconded by Brendan Hunt to adopt the resolution reverting the NDAH policy to previous language. See Attachment B for the full text of the resolution submitted by Joe Fu.
- **Discussion:**
 - Proponents argued for "finding a voice" and restoring specific protected categories (gender identity, sexual orientation) to the text, citing concerns about future changes to federal case law (*Bostock v. Clayton County*). Proponents argued that the previous language offered greater specificity and that the current administration may be "over-complying" with USG mandates.
 - Concerns were raised regarding the **statutory compliance of the proposal** in light of the Parliamentarian's guidance on **Article 5, Section 2**. Reference was made to the Parliamentarian's earlier guidance regarding the committee's lack of authority to adopt non-compliant policy
 - Discussion occurred regarding the committee's authority to advance a proposal that may conflict with the USG system-wide directive. Administration clarified that current USG policy already provides full legal protection and that the institution is in compliance.
- **Motions:**

A motion to call the question and proceed to vote on whether to advance the resolution was made by Joe Fu, seconded by Brian Seagraves. The motion to call the question and close the debate passed with the required two-thirds vote.

The following motion was then considered:

- Motion: “Forward the NDAH policy proposal (to revert to previous language) to the University Council Executive Committee for further consideration.”
- Vote 16 Yes, 5 No. See Appendix A for a detailed record of votes.
 - Outcome: **Final Vote:** The main motion to adopt and forward NDAH policy proposal to the University Council Executive Committee **PASSED**.
 - As a result, the resolution was adopted, and the NDAH policy proposal (to revert to previous language) will be transmitted to the University Council Executive Committee for further consideration and review.

Other Business:

- **Action:** The Chair asked for corrections and approval of the January 30, 2026 minutes. Minutes from the January 30, 2026, meeting were approved without objection.
- As there was no further business, the Chair entertained a motion to adjourn. Meeting adjourned at 1:53 PM (motion by Brian Seagraves; second by Michael Myers; chaired by Angie Royer).

Next Steps

Disposition: The resolution is forwarded to the Executive Committee for review.

Action: Forward the NDAH policy proposal (to revert to previous language) to the University Council Executive Committee for further consideration.

Respectfully submitted,

Angie K. Royer, Chair
University of Georgia

No committee members volunteered for minutes, minutes prepared by digital recording; finalized and submitted by Chair Royer.

Materials note: Attachments A–C accompanied the agenda as background materials. Only Attachment B is referenced in these minutes.

Appendix A

Date

	UC HR Committee Friday, February 13, 2026 Meeting	Motion: Vote to adopt the NDAH proposal—to revert to the previous policy language—and forward it to the University Council Executive Committee for further consideration.
2/13/2026 13:57	Poll Name	NDAH Proposal
1	Oyeku, Oyeshina Gideon	No
2	Jones, Tom	Yes
3	Young, Catie	Yes
4	Vallury, Sechindra	Yes
5	Gupton, Timothy	Yes
6	Kurup, Samarchith	Yes
7	Hicks, Juanita	No
8	Fu, Joseph	Yes
9	Bankert, Alexa	Yes
10	Housley, Lauren	Yes
11	Lambert, Jimmy	Yes
12	Addison, Donald	Yes
13	Winter, Amy	Yes
14	Seagraves, Brian	No
15	Parker, Sharon	Yes
16	Bolding, Chad	No
17	Myers, Michael	No
18	Hughes, Hilary	Yes
19	Kazanci, Caner	Yes
20	Hunt, Brendan	Yes
21	Hanawalt, Christina	Yes

Scartz, Christine
 Colson, Gregory
 Morrison, Alison
 Zhang, Hui

Not present during vote
 Not present during vote
 Not present during vote
 Not present during vote

Motion: Vote to adopt the NDAH proposal—to revert to the previous policy language—and forward it to the University Council Executive Committee for further consideration.

Date 2/13/2026

Result: Motion Passed (16 Yes, 5 No)

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.