



SB 181920B

A Bill to Amend the Statement of Non-Discrimination

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Antonio Vazquez Lim, *Senator-at-Large*
Victoria Villanueva, *Senator-at-Large*
Sponsors

Submitted to Student Senate on: 12 March 2019

Whereas: There have been incidents of bias, discrimination, and prejudice in the Associated Student Government that have threatened the maintenance of an inclusive and welcoming working environment in Senate, Cabinet, and Student Court and have extended to working relations in representative communities outside of Associated Student Government;

Whereas: Many members of the Associated Student Government have expressed that the previous incarnation of Section 502 was unsuccessful in addressing said biased, discriminatory and prejudiced incidences;

Whereas: Members of the Associated Student Government and its constituency have expressed they do not feel welcomed, respected, or safe with the current policies set into place in Section 502;

Whereas: The current policy for non-discrimination does not address or include mechanisms for understanding and confronting issues of discrimination and harassment;

Whereas: The Associated Student Government does not have a feasible and effective procedure laid out in order to practice to further inclusiveness;

Whereas: The Associated Student Government is responsible for representing the voices of all of its constituents, including groups that suffer from inherent marginalization and/or oppression;

Therefore be it resolved: The Associated Student Government Bylaws shall be amended as follows.

SECTION 502

Statement of Non-Discrimination

~~The Associated Student Government and all members of Associated Student Government shall not discriminate on the basis of sex, race, language/linguistic ability, age, ethnicity, religion, gender identity/expression, sexual orientation, socioeconomic status, disability, legal or visa status, military status, geographic location or any other traits of one's identity.~~

502.A. No member of the Associated Student Government shall participate in any act of discrimination or harassment on the basis of age, color, disability, ethnicity, gender identity or expression, geographic location, language or linguistic ability, legal or visa status, national origin or ancestry, political affiliation or ideology, protected military status, physical condition, pregnancy, race, religion, size, sex, sexual orientation, or socioeconomic status.

502.B. The Associated Student Government shall recognize modes of prejudiced behavior as follows in accordance with Miami University policy:

1. The Associated Student Government recognizes **discrimination** as conduct that is based on a person's age, color, disability, ethnicity, gender identity or expression, geographic location, language or linguistic ability, legal or visa status, national origin or ancestry, political affiliation or ideology, protected military status, physical condition, pregnancy, race, religion, size, sex, sexual orientation, or socioeconomic status in activities, programs, admission, and employment that:

- A. Adversely affects a term or condition of a person's Associated Student Government incumbency or employment, education, living environment or participation in an Associated Student Government activity; or
- B. Is used as a basis for or a motivating factor in decisions affecting the person's Associated Student Government incumbency or employment, education, living environment or participation in an Associated Student Government activity.

2. The Associated Student Government recognizes **harassment** as conduct that is based on age, color, disability, ethnicity, gender identity or expression, geographic location, language or linguistic ability, legal or visa status, national origin or ancestry, political affiliation or ideology, protected military status, physical condition, pregnancy, race, religion, size, sex, sexual orientation, or socioeconomic status that has the purpose or effect of unreasonably interfering with a person's Associated Student Government incumbency or educational experience or creates an intimidating, hostile, or offensive working, educational or living environment.

502.C.

Equality of Opportunity

1. The Associated Student Government and all of its members will ensure equal access for opportunities in its committee programs, elections or voting procedures, employment, and all other related activities.

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2. No Member of the Associated Student Government may retaliate against an individual for filing a complaint of discrimination or harassment, or for cooperating in an Oversight Committee investigation into alleged discrimination, harassment or retaliation.