

Commission on Staff Policies and Affairs

325 Burruss Hall

April 21, 2009

3:30 p.m.

Present: Judy Alford, Robin Atkins, Jean Brickey, Cathy Hill, Hal Irvin, Cindy Koziol, Maxine Lyons, Mike Naff, Brett Shadle, Melissa Simpkins, Don Taylor

Absent: Catherine Caldwell, Lay Nam Chang, Alicia Cohen, Sue Ellen Crocker, Tom Wertalik, Vishal Gandhi, Sarah Surak

Guest: Maggie Sloane, Office for Equity and Inclusion

Chair Maxine Lyons called the meeting to order at 3:37 p.m. The minutes of the March 17, 2009 meeting were approved electronically.

1. Diversity Dimension Booklet – Hal Irvin

Updating the booklet was discussed at the last CEOD meeting. The booklet will be an item for next year's CEOD and work will be done over the summer on it.

2. Holiday Closing – Hal Irvin

Wyatt Sasser will bring the holiday closing up at the next Staff Senate meeting as a discussion item to see if there is an interest in having the break. After some discussion, it was decided that the topic will be brought back up at the next CSPA meeting after the Staff Senate meets.

3. Open Enrollment Notice – Hal Irvin

An open enrollment notice went out on April 21, 2009 to employees with information about the 2009 health insurance and flex spending open enrollment. Even though open enrollment started on April 15, 2009, notices were delayed in going out because Human Resources did not receive the information from DHRM until after open enrollment had officially started.

4. Policy 1025 Anti-Discrimination and Harassment Prevention – Maggie Sloane

The Commission on Equal Opportunity and Diversity has recently approved some revisions to the policy. The policy currently has prohibitions against discrimination and harassment based on ten protected characteristics (age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation, and veteran status). CEOD has revised it to include genetic information and gender identity or expression as two more protected characteristics. If a person has a genetic disorder or a family history of a genetic disorder, his/ her employer cannot discriminate based on the disorder. Employers cannot require employees to undergo genetic testing in order to be hired or to keep their job. It is being added to the policy to prevent employees from being reluctant to have testing for fear that it

may be used against them. Gender identity refers to a person's sense of self, whether they feel as though they are a man, woman, or both. Gender expression refers to how people present themselves to the outside world, such as how they dress or talk. The idea of the revision to the policy is to include these gender factors so employees cannot be discriminated against or harassed because of the way they present themselves. The change to the policy will be presented to University Council for the first reading on April 22, 2009. If the change gets approved by the University Council, it will then go to the Board of Visitors.

5. Announcements

May 19, 2009 will be the last regular meeting of CSPA until fall if there is no business to carry over into the summer months.

There being no further business, the meeting adjourned at 4:35 p.m.