

TO: The University Senate
FROM: *Equity and Diversity Committee*
SUBJECT: *Commitment to maintaining an inclusive community*
DISPOSITION: University Senate for Discussion and Adoption
REFERENCE: University Policy III.C.2

RATIONALE: *Purdue University is committed to maintaining an inclusive community that recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, Purdue University seeks to develop and nurture its diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.*

Purdue University views, evaluates and treats all persons in any university-related activity or circumstance in which they may be involved solely as individuals on the basis of their own personal abilities, qualifications and other relevant characteristics.

Purdue University does not condone and will not tolerate Discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity or gender expression. Purdue University promulgates policies and programs to ensure that all persons have equal access to its employment opportunities and educational programs, services and activities. The principal objective of this policy is to provide fair and consistent treatment for all students and employees of the University. Purdue is committed to increasing the recruitment, selection and promotion of faculty and staff at the University who are racial or ethnic minorities, women, persons with disabilities and veterans. The University also is committed to policies and programs that increase the diversity of the student body.

PROPOSAL: *Purdue University shall require that all commercial entities located on campus property uphold the same values and promote inclusivity with their policies, hiring practices, and actions.*

Committee Votes

For:

Bharat Bhargava
Tom Brush
De Bush
Lowell Kane
Neil Knobloch
Klod Kokini
Song No
Rodolfo Pinal
Linda Prokopy
Audrey Ruple
Ala Samarapungavan
Susan Watts
Nicole Widmar
Kip Williams

Against:

Absent:

Erik Otárola-Castillo

Abstained:

Alysa Rollock