

RESOLUTION OF THE UNIVERSITY OF FLORIDA
FACULTY SENATE regarding the
GAINESVILLE CHARTER AMENDMENT
February 19, 2009

WHEREAS, the University of Florida is the largest single employer in the City of Gainesville, employing over 12,000 people, and

WHEREAS, the student body of the University of Florida is the single largest group of consumers of housing, services, and goods in the City of Gainesville, and

WHEREAS, since 1998 the City of Gainesville has adopted a nondiscrimination policy that prohibits discrimination on the basis of "sexual orientation, race, color, gender, age, religion, national origin, marital status, disability or gender identity,"¹ and

WHEREAS, the State of Florida Civil Rights Act prohibits non-discrimination only on the basis of "race, color, religion, sex, national origin, age, handicap, or marital status,"² and

WHEREAS, a City of Gainesville Charter Amendment³ proposes to prohibit the City of Gainesville from offering protections to any classes of people not identified in the Florida Civil Rights Act, thus removing protections against discrimination on the basis of sexual orientation and gender identity, and prohibiting the addition of other bases, such as veteran status, pregnancy, or other recognized status;

WE HEREBY RESOLVE:

- 1.) that passage of the Charter Amendment will harm our students and staff in employment, housing, education, and other services, and
- 2.) that passage of the Charter Amendment will hamper the University's ability to hire the best employees and admit the best students, and
- 3.) that the Faculty Senate recognizes the Charter Amendment as harmful to the University's mission and values, which include fostering tolerance and diversity.

¹ The City of Gainesville Nondiscrimination Ordinance states: "[T]he city commission hereby declares the policy of the city to be, for the protection of the public health, safety and general welfare, for the maintenance of business and good government, and for the promotion of the city's trade, commerce and manufacturing, to prohibit discrimination in the access to and equal enjoyment of places of public accommodation, to ensure equal opportunity to all persons to live in decent housing facilities, regardless of sexual orientation, race, color, gender, age, religion, national origin, marital status, disability or gender identity and to that end to prohibit discrimination in the extension of credit without regard to sexual orientation, race, color, gender, age, religion, national origin, marital status, disability or gender identity and to prohibit employment discrimination against persons because of sexual orientation, race, color, gender, age, religion, national origin, marital status, disability or gender identity that do not constitute bona fide occupational qualifications." Chapter 8.1(b) of the Gainesville City Ordinance.

² The Florida Civil Rights Act states: "The general purposes of the Florida Civil Rights Act of 1992 are to secure for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, handicap, or marital status and thereby to protect their interest in personal dignity, to make available to the state their full productive capacities, to secure the state against domestic strife and unrest, to preserve the public safety, health, and general welfare, and to promote the interests, rights, and privileges of individuals within the state." Fla. Stat. §760.01(2).

³The text of the Charter Amendment is: "Shall the city charter be amended to prohibit the adoption or enforcement of ordinances, regulations, rules or policies that provide protected status, preferences or discrimination claims based on classifications, characteristics or orientations not recognized by the Florida Civil Rights Act? The Act recognizes race, color, creed, religion, gender, national origin, age, handicap, marital and familial status. Additionally, this amendment voids existing ordinances concerning sexual orientation, gender identity, and other ordinances inconsistent with this amendment."