

Faculty Handbook Updates
January 2017

Change #1:

5.11 COMMUNITY, DIVERSITY, AND FREEDOM OF EXPRESSION AND HARASSMENT POLICY

Change #2: Change from this:

5.12 NOTICE OF NONDISCRIMINATION

The principles of equal access and equal opportunity require that all interactions within the University be free from invidious discrimination. Drake University therefore prohibits discrimination based upon race, color, national origin, creed, religion, age, disability, sex, gender identity, sexual orientation or veteran status.

Approved by the Drake University Board of Trustees October 9, 2004.

To this:

5.12 NOTICE OF NONDISCRIMINATION STATEMENT

The principles of equal access and equal opportunity require that all interactions within the University be free from invidious discrimination. Drake University therefore prohibits discrimination based upon race, color, national origin, creed, religion, age, disability, sex, pregnancy, gender identity or expression, sexual orientation, genetic information, veteran status or any characteristic protected by law in its educational programs and activities, admissions, or employment.

Approved by the Drake University Board of Trustees October 9, 2004 and updated in 2016.

Good morning Nancy,

Andrea and I are reviewing some policies and came across the university policy: Community, Diversity, and Freedom of Expression. <http://www.drake.edu/media/policies/humanresources/Community,%20Diversity%20&%20Freedom%20of%20Expression.pdf> This policy was formally named "COMMUNITY, DIVERSITY, FREEDOM OF EXPRESSION AND HARASSMENT POLICY." For historical purposes, Venessa explained that many years ago there was a committee that

reviewed this and removed the “harassment” from the title. The reason for this is that we have Harassment policies that are separate and it avoids confusion.

The Faculty Manual policy 5.11 has the previous title COMMUNITY, DIVERSITY, FREEDOM OF EXPRESSION AND HARASSMENT POLICY. Can you help in removing the “Harassment” from the title?

Similarly, the university non-discrimination statement was revised in 2016. It can be found at <http://www.drake.edu/info/>. Can you help in updating the Faculty Manual with the updated version (or link to the updated version)? (Faculty Manual Sec. 5.12) It looks like the Academic Policies site has the current version link.

Glad to discuss if you have any questions or concerns. Thanks for your help Nancy,

Katie

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