

## UNC Charlotte Faculty Council Draft Resolution

### A RESOLUTION AFFIRMING THE DIGNITY OF LESBIAN, GAY, BISEXUAL, AND TRANSGENDER PEOPLE AND CALLING FOR THE REPEAL OF SESSION LAW 2016-3/HOUSE BILL 2

WHEREAS, on February 22, 2016, the Charlotte City Council demonstrated admirable leadership by approving a local ordinance that adds marital status, familial status, sexual orientation, gender identity, and gender expression to its list of categories protected from discrimination in city contracting and public accommodations; and

WHEREAS, on March 23, 2016, in response to the Charlotte ordinance, the North Carolina General Assembly in special session ratified, and Governor Pat McCrory signed, House Bill 2 (Session Law 2016-3), the Public Facilities Privacy & Security Act; and

WHEREAS, House Bill 2 appears to repeal the Charlotte ordinance by establishing new statewide standards for what constitutes discriminatory practice in employment and public accommodations; and by establishing new statewide requirements for bathrooms and changing facilities in all public agencies, including schools; and

WHEREAS, the omission of sexual orientation, gender identity, gender expression, and other categories from the statewide list of categories protected from discrimination means that not only do protections on these bases appear to be unavailable under state law, but further, that local governments appear to be preempted from offering these protections to their residents; and

WHEREAS, the legislation also appears to eliminate the right of any person to bring a civil action in a North Carolina court for a claim of discrimination in employment or public accommodations on account of race, religion, color, national origin, age, or biological sex (as well as handicap for employment only); and

WHEREAS, by enacting House Bill 2, our state's political leaders have restricted the legislative authority of local governments, and have used the laws of the State of North Carolina to codify discrimination and division rather than to advance the civil rights and dignity of North Carolinians; and

WHEREAS, the legislation, its brief twelve-hour legislative history, and lawmakers' public statements clearly demonstrate a discriminatory intent; a lack of knowledge and understanding of the experiences of transgender people; and a lack of respect for the dignity of lesbian, gay, bisexual, and transgender (LGBT) people on the part of the General Assembly and Governor McCrory; and

WHEREAS, UNC Charlotte is a public institution of higher learning dedicated to the principles of equality, nondiscrimination, and full inclusion of students, staff, faculty, and administrators;

NOW, THEREFORE, BE IT RESOLVED:

SECTION 1. The Faculty Council of UNC Charlotte supports the protection and advancement of the constitutional rights and equitable treatment of all persons in our university community and reaffirms our opposition to discrimination, prejudice, homophobia, and transphobia.

SECTION 2. The Faculty Council of UNC Charlotte urges the North Carolina General Assembly to repeal House Bill 2 immediately.

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This the 21<sup>st</sup> day of April, 2016.