

RESOLUTION F07-19

**REVISIONS TO POLICIES
TO COMPLY WITH GOVERNOR'S EXECUTIVE ORDER**

WHEREAS, Governor DeWine recently issued Executive Order 2019-05D, which expands protections against employment discrimination for employees of state agencies and commissions, and other instrumentalities of the state; and

WHEREAS, the expansion of protection against discrimination includes newly-protected categories including parents during pregnancy and immediately after the birth of a child, parents of a young child, and foster parents; and

WHEREAS, the protections in the Executive Order apply to all terms and conditions associated with the employment process, including hiring, promotions, demotions, termination, discipline, performance evaluations, interviews, layoff, transfer, rate of compensation, and eligibility for in-service training programs; and

WHEREAS, the University's existing Non-Discrimination/Sexual Harassment Policy, No. 5.01Rev., and Department of Public Safety/Employment Status and Other Employment Actions, No. 4.79Rev., include protections against discrimination that are not as expansive as is required by the Executive Order;

THEREFORE, BE IT RESOLVED that the Shawnee State University Board of Trustees approves revisions to Policy 5.01Rev., Non-Discrimination/Sexual Harassment; and Policy 4.79Rev., Department of Public Safety, Employment Status and Other Employment Actions, to conform with the requirements of Executive Order 2019-05D, effective immediately.

(April 12, 2019)