

Resolution concerning Sexual Assault and Sexual Harassment
Resolution of the UNC Staff Assembly
The University of North Carolina
April 12, 2011

1. WHEREAS, the Mission of the Staff Assembly is to advise and communicate with officers of the University, and through these officers, the Board of Governors, on matters of importance to staff members in the University; and
2. WHEREAS, the month of April has been designated Sexual Assault Awareness Month in the United States, with the goal of raising public awareness about sexual violence and educating communities and individuals on how to prevent sexual violence; and
3. WHEREAS, given U.S. Department of Justice estimates that 1 in 6 women and 1 in 33 men have been victims of a completed or attempted rape, a significant number of UNC employees are primary or secondary survivors of sexual violence; and
4. WHEREAS, sexual violence is unwanted sexual activity that can take many forms, including sexual harassment, unwanted sexual contact, and rape and sexual assault; and
5. WHEREAS, these forms of violence have a significant impact on the campus climate; and
6. WHEREAS, campus violence prevention and response efforts tend to focus almost exclusively on the student population of the UNC system; and
7. WHEREAS, training programs such as HAVEN (UNC-CH) educate staff about resources and aim to increase informal support networks for survivors of violence, but reach a limited number of employees each year; and
8. WHEREAS, Equal Opportunity / ADA Offices provide training on sexual harassment in the workplace which is mandatory for supervisors and managers, but there exists no proactive and reliable method of distributing information about compliance to the appropriate supervisory and managerial staff who are accountable for insuring such training (except for periodic ad hoc reports from the EEO officer to the Cabinet); and
9. WHEREAS, the University has a commitment to creating a welcoming and inclusive environment which supports the right of every member of the Carolina community to learn and work in an atmosphere that promotes fairness, equity and access to its employment and educational programs;
10. THEREFORE BE IT RESOLVED, the Staff Assembly of the University of North Carolina affirms its commitment to a safe and inclusive campus community and strongly supports campus, local, and state efforts to prevent violence in all its forms and connect survivors—including staff survivors—with support and resources; and

11. BE IT FURTHER RESOLVED, that the Staff Assembly requests that UNC General Administration ensure EEO/ADA Offices across the UNC system develop a means to enforce compliance of all required sexual harassment training for supervisors and managers; and

12. BE IT FURTHER RESOLVED, that the Staff Assembly of the University of North Carolina appeals to the President and his Administration to support this resolution and to convey support for comprehensive violence prevention efforts to the university system.

Signed on behalf of the Delegates of the Staff Assembly,

Kelley Eaves-Boykin, Chair