

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

WHEREAS, the Mission of the Staff Assembly is to advise and communicate with officers of the University system, and through these officers, the Board of Governors, on matters of importance to staff members in the University system; and

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

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 University of North Carolina employees are primary or secondary survivors of sexual violence; and

WHEREAS, sexual violence is unwanted sexual activity that can take many forms, including sexual harassment, unwanted sexual contact, and rape and sexual assault; and

WHEREAS, these forms of violence have a significant impact on the campus climate; and

WHEREAS, campus violence prevention and response efforts tend to focus almost exclusively on the student population of the University system; and

WHEREAS, training programs such as HAVEN at UNC-CH (**H**elping **A**dvocates for **V**iolence **E**nding **N**ow) 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

WHEREAS, Equal Opportunity / ADA Offices can provide training on sexual harassment in the workplace, that training should be mandatory for supervisors and managers and should have a proactive and reliable method of distributing information about compliance to the appropriate supervisory and managerial staff who are accountable for insuring such training; and

WHEREAS, the University has a commitment to creating a welcoming and inclusive environment which supports the right of every member of the community to learn and work in an atmosphere that promotes fairness, equity and access to its employment and educational programs and therefore;

BE IT RESOLVED, the Staff Assembly of the University of North Carolina affirms its commitment to safe and inclusive campus communities 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 University of North Carolina General Administration ensure EEO/ADA Offices across the University 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

<http://womenscenter.unc.edu/?p=haven>