



April 8, 2016

Dear Colleagues:

The Faculty of the UNC (Department of) Public Policy unambiguously affirms that we strive for tolerance and inclusion of all members of the UNC-Chapel Hill community. As an academic unit within the College of Arts & Sciences, we are deeply committed to fostering a diverse, open and inclusive community of faculty, staff and students, and we value and respect the rights of each and every individual with whom we work and teach. We stand together in support of all of the members of our community without regard to age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status.

The passage of HB2 represents a disappointing turn of events and undermines our goal of creating and fostering a welcoming, inclusive and safe academic environment.

UNC-Chapel Hill is a world-class global public research university that serves the people of the State of North Carolina by attracting and retaining the very best faculty, staff and students from around the state, the nation and the globe. The provisions of HB2 aim to “supersede and preempt any ordinance, regulation, resolution, or policy” (N.C. Gen. Stat. § 143-422.2 as amended by Sess. Laws 2016-3) concerning discrimination in employment and contracting that exists in a unit of local government or political subdivision of the State. This is inconsistent with UNC-CH’s policy statement on non-discrimination policy.

The University is committed to providing an inclusive and welcoming environment and to ensuring that educational and employment decisions are based on individuals’ abilities and qualifications. **Consistent with these principles and applicable laws, it is therefore the University’s policy not to discriminate on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation or veteran status as consistent with the University’s Policy on Prohibited Discrimination, Harassment and Related Misconduct.** No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment, or retaliation under any University program or activity, including with respect to employment terms and conditions. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

Nullification of the current UNC-CH policy statement on non-discrimination would violate the mission and interests of the Faculty of the UNC Department of Public Policy by making it impossible to protect valued faculty, staff, and students from discrimination simply because of who they are.

Under the new law, you are required to use the bathroom of the sex indicated on your birth certificate. But, this provision only applies to multi-stall bathrooms that are designated for use by a specific sex. Single-stall bathrooms and gender non-specific bathrooms are still accessible regardless of one's assigned sex at birth or current gender marker on legal documents. The LGBTQ Center has created a list of locations of gender non-specific bathrooms on campus (see "Related Files" at [this link](#)). In addition, UNC Public Policy has gender non-specific bathrooms—one on each floor of Abernethy Hall. We are working to appropriately identify these two 'gender inclusive' bathrooms.

You can report harassment to the LGBTQ Center through [this link](#) or by calling 919-843-5376 or to the University through the following ways:

- Equal Opportunity and Compliance Office, see [here](#) or call 919-966-3576.
- Title IX Compliance Coordinator, 919-445-1577
- Office of the Dean of Students, 919-966-4042

Sincerely,

Richard "Pete" N. Andrews  
Christine P. Durrance  
Maryann P. Feldman  
Daniel P. Gitterman  
Sudhanshu Handa  
Steven W. Hemelt  
Pamela Jagger  
Rebecca Kreitzer  
Anna L. Krome-Lukens  
Douglas Lee Lauen  
Douglas MacKay  
Benjamin Mason Meier  
Jeremy Grant Moulton  
Krista Perreira  
Candis Watts Smith  
Patricia Lynne Sullivan  
Jeffrey Summerlin-Long  
Brigitte Zimmerman