



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 represented a disappointing turn of events and undermined 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 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.

Any 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.

Sincerely,

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