

passed by mail  
vote the summer 90

**A.R. 03 Inclusion of Sexual Orientation in the University's Anti-Discrimination Clause**

A RESOLUTION

SUPPORTING THE INCLUSION OF SEXUAL ORIENTATION IN THE UNIVERSITY'S ANTI-DISCRIMINATION CLAUSE;

WHEREAS: The University Law School is currently in violation of the Association of American Law Schools' resolution requiring that sexual orientation be added to The University's anti-discrimination policy, and

WHEREAS: harassment and discrimination routinely faced by lesbians and gay men at The University impairs our access to education and diminishes the quality of The University overall, and

WHEREAS: the case of Jean Love demonstrates that sexual orientation is used as a basis for hiring and firing, and

WHEREAS: failure to prohibit discrimination on the basis of sexual orientation tacitly condones such practices by employers recruiting at The University; therefore

BE IT RESOLVED BY THE STUDENT ASSEMBLY OF THE UNIVERSITY OF TEXAS AT AUSTIN:  
supports the inclusion of sexual orientation in the campus-wide anti-discrimination policy.

Sponsored by Representative Adkins

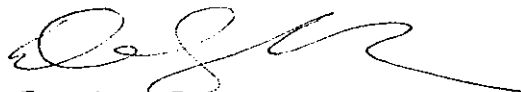
Dear Students' Association Representatives:

Last Spring, the American Association of Law Schools passed a resolution requiring that all of its member Law Schools include sexual orientation in their anti-discrimination policies. The ALS is the organization which ranks law schools and provides recruiting fairs for law school hiring. Membership in ALS is crucial to the status and reputation of The University's Law School.

Although most of the top Law Schools in the country already have the required policy, the University of Texas does not, and is currently in danger of losing its membership in ALS. According to Law School Dean Yudolf, the Law School may not issue such a policy on its own. The policy must be campus-wide. Dean Yudolf has written a letter to Dr. Cunningham requesting guidance in this matter. The policy would protect lesbians and gays from discrimination in employment, housing, placement and education. The policy would not apply to agencies of the federal government, such as the military.

It is time for harassment and discrimination against the gay/lesbian community to end. Incidents like those recounted in the enclosed firing line letter are an embarrassment to the University. The policy of the ALS has forced the administration to confront the bigotry faced by lesbians and gays at the University, providing an opportunity for the united effort of faculty, staff and students that is necessary to eradicate discrimination from our campus. Over 40 student and faculty organizations have endorsed the enclosed petition. Please vote in favor of a Students' Association endorsement of the petition.

Thank-you,



Danalynn Récer  
Chair, Law & Graduate Students for  
Gay/Lesbian Concerns

## Lesbians call for anti-bias policy

At a rally for lesbian and gay rights on the West Mall last fall, members of the Young Conservatives of Texas loudly heckled the speakers, while one member held up a sign proclaiming, "Thank God for the San Francisco earthquake." Earlier this year, a graduating UT law student was interviewing with a potential employer. On the way to lunch, they walked past the YMCA. "That used to be a great place to work out," one of the two company representatives remarked, "before so many fags started coming in."

During the past two years, students at the law school have organized support for the hiring of three popular professors, among them Professor Jean Love, who was recently awarded the prestigious Texas Excellence in Teaching Award. None of the three were hired. All of them were gay.

Last spring, a recently hired professor expressed reservations to students about using gay and lesbian materials on the syllabus for a graduate-level course. While the professor considered these materials critical to the subject matter, she felt that including them would jeopardize her future prospects for tenure at this university.

Incidents such as these, both on the street and in the institutional structures that regulate admissions,

hiring, tenure and the use of campus placement offices, reflect a pervasive climate of homophobia which affects lesbian and gay members of the university on a daily basis. University Lesbians believes that the implicit disrespect for lesbians and gays conveyed by our omission from the University's current anti-discrimination policy creates a fertile environment for harassment by right-wing bigots.

As the recent manifestos of the Black Student Alliance and Todos Unidos have made clear, true diversity in education requires both the presence and the institutional empowerment of oppressed groups. We must no longer allow the production of knowledge about blacks, Chicanos or lesbians to be the sole province of a special interest group of white, straight, wealthy men who see everyone else's agenda as political but their own. Such a monopoly can only produce the biases and silences that make the University a breeding ground for the stereotypes that incite anti-gay violence — as the pelting of the GLSA float with bottles during 1985 roundup "festivities" demonstrated. To counter such stereotypes, we are fighting to speak for ourselves, both on the street and in the institution. Because our community crosses the boundaries of race, gender and class, speaking for "ourselves" involves attention to the multiple contexts in which gay politics is anchored. We believe that this process can only happen within a truly multicultural and economically accessible academic environment.

Under the present institutional arrangement, for example, a non-tenured professor teaching an American literature class feels pressure not only to teach those texts that the dominant culture has sanctified, relegat-

ing the work of women and minorities to the periphery, but to omit the fact that canonical authors such as Walt Whitman, as well as marginalized authors such as James Baldwin or Willa Cather, was gay. Her inclusion of such information would not only be empowering for lesbian students, but would shatter the myths held by some straight students, and invite both to think about the relations of power which historically have suppressed such knowledge. A sexual orientation clause at the University of Texas is an essential tool for gays and lesbians if existing relationships between power and knowledge are to be changed.

In January of this year, the Association of American Law Schools added sexual orientation to its list of prohibited forms of discrimination at member schools. Because the UT Law School cannot act independently of the greater university, Dean Mark Yudof has petitioned President Cunningham for guidance in this matter. We believe that the time has come for the administration to take a stand for lesbian and gay rights. The University has the opportunity to join the long list of prestigious universities and government agencies that have ended formal discrimination against lesbians and gays. The University Lesbians demand the inclusion of sexual orientation within the anti-discrimination policy of the law school and the entire university. Strong and vocal student participation is essential to ensure that university policy does not continue to reflect the prejudices of a regressive and repressive minority, but moves closer to reflecting the true diversity of the university community.

Pamela Voekel  
Jessica Chapin  
University Lesbians

National attention has increasingly focused on the problem of discrimination against lesbians and gays. The federal government has included protection of lesbians and gays in its anti-hate crime legislation. Major universities such as Wisconsin, Virginia, California, and MIT have passed non-discrimination policies which prohibit discrimination on the basis of sexual orientation. Within the state of Texas, the City of Austin, as well as major state agencies such as the General Land Office and the State Treasury, have adopted non-discrimination policies. Recent changes in the bylaws of the Association of American Law Schools, have forced the University of Texas administration to reconsider its policy towards lesbian and gay students and employees.

As the state's preeminent educational institution, it is time for the University of Texas to follow the lead of other major universities and to set the standard for the state of Texas by adding gays and lesbians to the list of groups protected by its non-discrimination policies. The organizations listed below recommend that the Board of Regents comply with the provisions of the bylaws of the Association of American Law Schools both for the School of Law and for the entire University of Texas system by mandating equality of opportunity for lesbians and gays in education, hiring, continuation, promotion, tenure, and admission.

Further, we urge the Board of Regents to pursue a policy of providing its students and graduates with equal opportunity to obtain employment, without discrimination or segregation on the basis of sexual orientation. In accordance with this policy, the university will communicate to each employer to whom it furnishes assistance and facilities for interviewing and other placement functions the school's firm expectation that the employer will observe the principle of equal opportunity.



# Record of Voting (on mail-out)

## Assembly Roll and Voting Record

\* After Deadline

Date \_\_\_\_\_

Items voted on Bill or Resolution # and title	roll QW	roll	1	2	3	4	5	6	7	8	9	10	11	12	13
Representative	Roll	Anti Güter	\$1,000 Said												
Adkins		Y	Y												
Arredondo		Y	Y												
Barton															
Beinart		Y	N												
Bray		Y	Y												
Brooks <i>ERIC</i>		Y	Y												
Cheatam		Y	Y												
Danziger <i>Verbal</i>		Y	N												
DeWald		Y	Y												
Fertitta															
Fischer															
Foster		Y	Y												
Frederikson		Y	Y												
Friedman															
Gerkin <i>verbally</i>		Y	Y												
Govind															
Green															
Hauser															
Howell															
Hsu		Y	Y												
Jahnel		Y	A												
Josowitz		Y	Y												
LaKier		Y	A												
Kruger		Y	Y												
Levine															
Levy, Ken		Y	N												
Levy, Michael		Y	N												
Loev															
Long		Y	Y												
Malkin		N	Y												
Mark		Y	Y												
Parker															
Patel		Y	Y												
Pfluger		Y	Y												
Poulakidas															
Ritchie		Y	Y												
Silna		Y	.												
Weinstein		Y	Y												
Weiss															
Welsch		Y	Y												
<b>Yes</b>		26	20												
<b>No</b>		1	4												
<b>Abstain</b>		0	2												

27 ~~27~~  
26

In case of a tie:

Tate															
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**Voting Key** | N = No | Y = Yes | A = Abstain | = pass (must be recalled)

19 Y 4 N 2 A 15 Abs