



TO: SUNY University Faculty Senate (UFS)
FROM: Executive Committee
RE: Resolution: Ensuring Non-Discrimination, Enhancing Campus Inclusivity, and Supporting All SUNY Students, Faculty, and Staff
DATE: 20 January 2024
LOCATION: 196th Plenary - Virtual
Resolution #: 196-01-1
Vote: For: 47/ Against: 0

Whereas Governor Kathy Hochul [issued a letter](#) on December 9, 2023, to the presidents of colleges and universities across the State of New York saying calls for genocide made on college campuses are a violation of New York State Human Rights Law as well as Title VI of the Civil Rights Act of 1964¹;

Whereas Chancellor John King [wrote a letter](#) on December 11, 2023, responding to [Representative Claudia Tenney](#) by emphasizing that “antisemitism—including calls for genocide—and other forms of hatred are not and will not be tolerated on SUNY campuses”²;

Whereas SUNY Counsel Kelly Hendricken issued [OCR Guidance: Title VI Discrimination Based on Shared Ancestry and Ethnic Characteristics](#) on November 22, 2023, which emphasizes that the Office of Civil Rights “has confirmed that colleges are obligated *both* to respect free speech obligations, *and also* to recognize that a non-discrimination inquiry under Title VI does not end with a speech inquiry” and “to support students and ensure that they can access the institution’s educational programs and services in the safest and most supportive environment possible”³;

Whereas SUNY System Administration maintains a web site on [Student Safety and Campus Climate](#) that collects these and other relevant resources⁴;

Whereas Executive Committee believes it is important to proactively address the potential for increased violence on SUNY campuses, acknowledge heightened concerns for the safety of SUNY students and employees, reaffirm our commitment to the principle that an inclusive campus environment is crucial to student success, and underscore our opposition to anything that limits or denies any person’s ability to participate in or benefit from all that SUNY has to offer; therefore be it

¹ <https://www.governor.ny.gov/sites/default/files/2023-12/SchoolsV2.pdf>

² <https://tenney.house.gov/sites/evo-subsites/tenney.house.gov/files/evo-media-document/all-letters-12-8-23.pdf> ; <https://www.suny.edu/media/suny/content-assets/documents/news/Chancellor-letter-RepTenney.pdf>

³ <https://www.suny.edu/media/suny/content-assets/documents/news/TitleVI-Shared-Ancestry-Discrimination-Guidance.pdf>

⁴ <https://www.suny.edu/suny-news/student-safety/>

Resolved that SUNY University Faculty Senate (UFS) abhors harassment, discrimination, intimidation, threats, retaliation, incitement to imminent violence, and actual violence, for whatever reason, against students or employees of the State University of New York; and further be it

Resolved that UFS recommends that campus governance bodies join UFS in advocating for the inclusion and meaningful involvement of faculty and professional staff with relevant expertise (including in intergroup dialogue, antisemitism, Islamophobia, racism, discrimination, genocide, Title VI, New York State Human Rights Law, constitutional law, civil rights, human rights, free speech, and academic freedom) in any campus policy-making, investigative, or disciplinary processes or bodies pursuant to upholding the campus's duty to take appropriate action(s) to support students and ensure that they can access its educational programs and services in the safest and most supportive environment possible; and further be it

Resolved that UFS recommends to Chancellor King that he encourage SUNY campus leaders and SUNY System Administration to work together to identify faculty and professional staff with relevant expertise on these matters, so that campuses may consult externally and internally as needed to uphold their duties under Title VI.