

Subject: Letter Regarding the City of Bethlehem's Human Relations Ordinance
From: Timothy Gardner <tjg207@Lehigh.EDU>
Date: Fri, 06 May 2011 15:13:51 -0400
To: apg206@lehigh.edu, pvf209@lehigh.edu, Henry Odi <huo0@lehigh.edu>, far4@lehigh.edu, fjm208@lehigh.edu, Dale Kochard <dak304@lehigh.edu>, MJ Bishop <mjba@lehigh.edu>, Lori McClaind <lob3@lehigh.edu>

Dear President Gast, Provost Farrell, Vice Provost Odi, Vice Provost Smeaton, Frank Roth, Fred McGrail and Dale Kochard:

Below is a letter from constituencies across campus urging the University to sign on to the City of Bethlehem's proposed non-discrimination ordinance. I have attached PDF's of the ordinance, sign on letter, and the letter included in this e-mail for you. Should you have questions regarding the ordinance or sign on letter then please feel welcome to direct them to the Council for Equity and Community and myself.

I look forward to your response and thank you for your time and consideration.

Sincerely,

Timothy J. Gardner

Dear President Gast, Provost Farrell, Vice Provost Odi, Vice Provost Smeaton, Frank Roth, Fred McGrail and Dale Kochard:

We are writing this letter to encourage Lehigh to endorse the City of Bethlehem's proposed non-discrimination ordinance for the city along with the creation of a volunteer Human Relations Committee (see attached). While this legislation has already passed through committee and has Mayor Callahan's support, it still needs to be voted on by the Bethlehem City Council later in the month of May. If passed, Bethlehem would become the 21st city/municipality to pass similar legislation in the state.

It is our understanding that, with regard to this proposed legislation, Lehigh is continuing its policy of *not* endorsing ordinance proposals or similar requests. However, by signing on to this bill we believe that Lehigh would be:

1. Supporting a city law that closely mirrors our own non-discrimination policy so that the entire Lehigh family, including the outsourced employees of Brickman, Sodexo, and One Source are protected from non-discrimination on campus and in the city of Bethlehem.
2. Demonstrating our support for non-discrimination through an actionable item that impacts our students, staff, faculty and community.
3. Aiding in the retention and recruitment of underrepresented populations --particularly lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) faculty, staff, and students who are not otherwise protected by Pennsylvania law in housing, employment, and services.
4. Showing that we believe it is important for people to take their discrimination concerns to a local board as opposed to going directly to Harrisburg. The current practice of going to Harrisburg to address discrimination concerns can be challenging for Lehigh's students, staff, and faculty because it requires taking time off and traveling great distances to attend meetings. This law would remedy

that situation by allowing members of the Lehigh family and Bethlehem community to address situations locally.

We are proud to say that, last week at the city council committee meeting where the bill was passed by the committee, members of the Lehigh community --including a student, staff person, and a faculty member--spoke in support of the ordinance. We urge Lehigh also to endorse this bill *institutionally* so that we can demonstrate the University's commitment to non-discrimination to the community and recruit and retain talented employees and community members.

Sincerely,

Council For Equity and Community
LGBTQIA Services
Office of Multicultural Affairs
Women's Center
Disability Services

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"When we find ourselves believing that killing a man makes us more of a man, but loving a man makes us less of a man, it's probably time to reexamine our criteria for manhood."
~ Jay Smooth

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