LGBT Pride Month

LGBT (Lesbian, Gay, Bisexual and Transgender) Pride Month is an annual recognition of the contributions as well as the impact that lesbian, gay, bisexual and transgender individuals have made in America. The month of June was chosen to commemorate the 1969 Stonewall riots in Manhattan. The riots are considered a “tipping point” for the Gay Liberation Movement. LGBT Pride Month began as “Gay Pride Day” on the last Sunday of June. Major U.S. cities host various celebrations such as marches and parades to celebrate the month.

Click here to view the Presidential proclamation of LGBT

Information Source: Library of Congress

Know Your Protected Class!

Age

Age discrimination involves treating someone less favorably because of an individual's age. Age is defined as “the number of years elapsed from the date of a person’s birth.” Age is protected by federal law, state law and university policy.

The Age Discrimination Act of 1975, states “no person in the United States shall, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.” Similarly, the Age Discrimination in Employment Act of 1967 prohibits employment discrimination against persons 40 years of age or older.

Examples of inappropriate conduct based on age include, but are not limited to, refusal to hire a qualified individual because the individual is older than 40 years of age or making disparaging remarks about any individual's age.

ECU prohibits harassment and discrimination on the basis of age under the Notice of Nondiscrimination. To view the policy, click here. For assistance with an issue related to a protected class, feel free to contact us at (252) 328-6804.
The LGBT Resource Office hosted their annual Lavender Launch on May 7th in Mendenhall Student Center. The event is a commencement ceremony held to honor the LGBT and Ally graduates. Thirteen undergraduate and graduate students registered to participate this year.

**Faculty & Staff Spotlight:**

Justin Waters
Assistant Director of Club Sports

Justin Waters has introduced a gender inclusive policy for ECU’s Campus Recreation and Wellness (CRW) intramural and club sports participants.

Waters, assistant director of club sports, said he began thinking about the “Gender Identity Inclusion Policy” when he heard news about the National Hockey League partnering with You Can Play, an organization that advocates for “safety and inclusion in all sports.” Waters began his research with stereotypes associated with each sport in order to be able to address the perceptions that students may have about their peers.

A need to have an inclusive policy remained with Waters following his research. He partnered with Mark Rasdorf, assistant director of LGBT Resource Office, to develop the finished product that was announced to the students in January.

The policy applies to all individuals who participate in ECU’s intramural and club sports, including employees and their spouses. “All the clubs have been given this...they know that they have this (to refer to) and we list the responsibilities of the student athletes to address this up front,” said Waters.

The responsibilities of the participant, club sports and CRW are outlined in the policy. Provided with the

[Story continued on page 3]
Encouragement to bring back comments, questions and concerns, Waters says the policy has been well received by the participants. “The students get it,” said Waters. “To them it wasn’t a big deal – I feel like they are so inclusive already and open to everyone.” Some students have inquired about how the university’s policy aligns with the rules and regulations set by their respective sports’ leagues. Waters says he can only deal with what happens at ECU. “When we move on to outside entities, we’ll have to play by their rules,” said Waters.

His hopes are that the external sports partners realize why they should be inclusive in their leagues as well. Waters plans to broaden the scope of this policy this summer to include the adventure opportunities and make the policy more applicable to all activities provided through CRW. “Hopefully everybody realizes that Campus Recreation and Wellness is an inclusive place to come work out, hang out and participate in a club or adventure program,” said Waters.

“Everyone should be treated fairly.”
- Justin Waters

Equity & Diversity in History
Equal Employment Opportunity Commission’s 50th Anniversary


Information and Photo Source: Equal Employment Opportunity Commission

In the News...

6 Things Not to Say to LGBT People
This article provides information about comments and microaggressions that could offend LGBT colleagues. Click here to read the article.

College Fairs Aim to Boost College Success Among AAPIs
Click here to read more about how the California State University college fairs can help local AAPI (Asian American and Pacific Islander) families and their children learn more about what to expect in college.
In the News (continued)...

Coppin State University Names First Female President
Dr. Evelyn Maria Thompson will be the president of Coppin State University beginning on July 1, 2015. Dr. Thompson most recently served as Provost and Vice President for Academic Affairs at SUNY at Oneonta. Click here to read more about Dr. Thompson.

When Students Are Disowned Over Sexuality or Gender, Some Colleges Lend Them a Hand
A group of college and university officials work to aid LGBT students who are financially struggling with the expenses of receiving a higher education, after their parents decide to stop supporting them. To read this article in its entirety, click here.

Black Caucus Announces Tech Diversity Plan
Members of the Congressional Black Caucus’ (CBC) Diversity Task Force launched CBC TECH 2020 to boost inclusion of African-American employees in the tech industry. Click here to read more about their “call on Silicon Valley technology companies.”

The Challenge of the First Generation Student
Despite what colleges and universities have in place to attract and retain first-generation college students, hurdles still remain for those students. Click here to read more about the challenges at home for first generation college students.

Transwomen Applaud ‘Evolving’ Views Regarding Admissions
Smith College, an all-women’s college, announced that individuals who self-identify as women will be considered for admission. Click here to discover how the college is actively working to make their environment welcoming for “women of trans experience.”


Coming up @ECU...

Equal Employment Opportunity Institute (EEOI) Training
The state of North Carolina mandates that all state government employees who were hired, promoted or appointed to the position of supervisor or manager on or after July 1, 1991, attend the Equal Employment Opportunity Institute (EEOI) Training, at least once while holding a managerial or supervisory position. EEOI is sponsored by the Office of State Human Resources (OSHR) and there are sessions scheduled in June, July, September, October and November. To register for available sessions, visit Cornerstone.
Interfaith Calendars

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<th>Faith</th>
<th>Date</th>
<th>Holiday</th>
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<tbody>
<tr>
<td>Islam</td>
<td>June 1st</td>
<td>Lailat al Bara’ah</td>
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<tr>
<td>Catholic Christian</td>
<td>June 4th (transferred to June 7th)</td>
<td>Corpus Christi</td>
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<tr>
<td>Orthodox Christian</td>
<td>June 7th</td>
<td>All Saints Day</td>
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<tr>
<td>Catholic Christian</td>
<td>June 12th</td>
<td>Sacred Heart of Jesus</td>
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<td>Sikh</td>
<td>June 16th</td>
<td>Martyrdom of Guru Arjan Dev</td>
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<tr>
<td>Islam</td>
<td>June 18th - July 17th</td>
<td>Ramadan</td>
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<td>Wicca/Pagan</td>
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<td>Lisha (northern hemisphere)</td>
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<td>Buddhist</td>
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<td>Asalha Puja (Dharma) Day</td>
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<td>Baba’i</td>
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<td>Islam</td>
<td>June 21</td>
<td>Eid al Fitr</td>
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<td>Jewish</td>
<td>July 2nd</td>
<td>Tish’a B’Av</td>
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Bold Italic font signifies the holiday begins at sunset the night before.