

CALIFORNIA STATE UNIVERSITY, EAST BAY

DESIGNATION CODE: 05-06 BEC 8
DATE SUBMITTED: May 23, 2006

TO: The Academic Senate
FROM: The Executive Committee of the Academic Senate
SUBJECT: Revised Discrimination Grievance Procedures (Fairness Document)
PURPOSE: For Action by the Senate

ACTION

REQUESTED: That the Academic Senate adopt the proposed revision of the attached **Fairness document**

BACKGROUND

INFORMATION: The attached *Fairness Document* was revised to be in compliance with university policy on discrimination/retaliation grievance procedures for students. The Fairness Committee consulted with Dorian West, CSUEB Director of Employment Relations and Practices. This proposal was discussed, revised, and passed unanimously by the Fairness Committee on May 8, 2006. ExCom discussed the proposed document revision at its meeting on May 23, 2006 and voted to forward it, as **revised** by deleting 3c on page 4, to the Senate for approval.

ExCom additionally recommended that revision of the document be referred to the Fairness Committee again next year to correct a number of other weaknesses in the document brought out in the ExCom discussion, such as

- Defining “academic unfairness” and providing examples or categories of what constitutes “unfairness”
- Give positive steps to guide a prospective grievant (negative statements already exist regarding examples of what a grievant has *failed* to do
- Provide further clarity as needed