



INTRODUCED AT THE JANUARY, 2005 GSC GENERAL COUNCIL MEETING  
TO BE VOTED ON AT THE FEBRUARY, 2005 GENERAL COUNCIL MEETING

## PROPOSAL TO ADD “PARENTAL, PARTNERED, AND MARITAL STATUS” TO MIT’S NON-DISCRIMINATION POLICY

### Summary and purpose of this proposal:

We are proposing a change in MIT's Non-discrimination Policy that would include married/partnered students and students with children. This language, protecting a vulnerable subset of the MIT population, should be added because it:

- Brings MIT into compliance with existing Massachusetts State Law;
- Offers needed protection for persons who tend to be discriminated against for positions or funding due to perceived “unnecessary or voluntary external commitments,” protection consistent with that offered by MIT to others already recognized in MIT’s policy;
- Endorses MIT’s goal for a welcoming environment with equal opportunity for education, research, and advancement;
- Will help MIT attract and retain talented students, faculty, and staff; and
- Underscores MIT ’s leadership role among major universities in providing a supportive and nurturing environment for students, faculty and employees.

MIT’s Admissions/Nondiscrimination Policy (<http://web.mit.edu/policies/7.1.html#7.1.1>) currently reads:

The Massachusetts Institute of Technology is committed to the principle of equal opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.

**MIT Admissions/Nondiscrimination Policy should be changed to read: (italics for emphasis, not in published version)**

The Massachusetts Institute of Technology is committed to the principle of equal opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, sex, *marital or partnered status, parental status*, sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.

*Reviewed at the GSC HCA Family Subcommittee Meeting (1/17/2005) and the GSC HCA Meeting (1/18/2005); endorsed for review by the GSC General Council at the February 2005 GCM*