

DISCRIMINATION

The Association's official concern with issues of discrimination can be traced back to 1918 and the establishment of a committee charged with "investigat[ing] and report[ing] upon . . . the present or the desirable status of women in college and university faculties." The reactivation of that committee (now called the Committee on Women in the Academic Profession) in 1970 after an extended period of quiescence, and the creation a year later of a special Council Committee on Discrimination, marked the start of an active program "against invidious distinctions based on . . . nonrelevant characteristics" of various sorts. As the Council Committee stated in its initial report, it was calling on the Association, and through it the academic community, to "expand its traditional concern for the freedom of academics to include explicitly concern for the opportunity to *be* an academic."

Reflecting positions taken by successive annual meetings, the Association's Council in 1976 adopted a brief formal statement *On Discrimination*. Primarily through the Committee on Women and Committee A on Academic Freedom and Tenure, the Association has developed and issued several policy statements and reports that address potential inequities and discriminatory treatment facing faculty members in colleges and universities. The documents in this section include procedural standards for processing complaints of discrimination, and recommended criteria and procedures for advancing affirmative action and for dealing with sexual harassment. The *Recommended Institutional Regulations on Academic Freedom and Tenure*, found in an earlier section, provide safeguards of academic due process in responding to allegations of discrimination (see, in particular, Regulations 10 and 15). Additional policy statements and reports on concerns that bear on discrimination (e.g., *On Full-Time Non-Tenure-Track Appointments*; *The Status of Part-Time Faculty*; and *Senior Appointments with Reduced Loads*) are found in other sections of this volume.

On Discrimination

The statement that follows was adopted in October 1976 by the Association's Council. Successive revisions were adopted by the Council in November 1994 and June 1995.

The Association is committed to use its procedures and to take measures, including censure, against colleges and universities practicing illegal or unconstitutional discrimination, or discrimination on a basis not demonstrably related to the job function involved, including, but not limited to, age, sex, disability, race, religion, national origin, marital status, or sexual orientation.