

## Wisconsin Law Prohibits Discrimination on the Basis of Sexual Orientation

In 1982, Wisconsin became the first state to recognize sexual orientation as a prohibited basis for discrimination. The Wisconsin State Statutes cite more than 11 separate statutes prohibiting discrimination on the basis of sexual orientation along with the prohibition on the basis of race, ethnicity, gender, disability, and religion. These laws cover such areas as public schools, the UW System, veteran's housing and state employment, among others, and certain statutes mandate equal opportunity as a right in housing, education and state employment. For example, Wisconsin Statute 36.12 specifically prohibits discrimination or harassment against UW students, staff or faculty on the basis of sexual orientation.

### DID YOU KNOW:

- Sexual "orientation" is a better term than sexual "preference?"
- Coming-out is a process of self-identification and disclosures that begins in early teens?
- Coming-out includes first professional disclosures in one's early thirties?
- Coming-out is a different experience for everyone? Many regard it as the single most important "life event."

## UW-Whitewater Resources

### IMPACT

Student organization for LGBT and allies  
<http://orgs.uww.edu/impact/>

### Mary Beth Mackin

Assistant Dean of Student Life  
262-472-1533  
[mackinm@uww.edu](mailto:mackinm@uww.edu)

### AA/EO

Eric Barber  
262-472-1072  
<http://www.uww.edu/adminaffairs/hr/aaeo/index.html>

## Off-Campus Resources

### Gay and Lesbian National Hotline

1-888-843-4564  
[www.glnh.org](http://www.glnh.org)

### GLAAD-Gay and Lesbian Alliance Against Defamation

[www.glaad.org](http://www.glaad.org)

### PFLAG-Parents, Families and Friends of Lesbians and Gays

<http://community.pflag.org>

### Triangle Foundation

1-877-787-4264  
Victim Advocate  
[www.tri.org](http://www.tri.org)



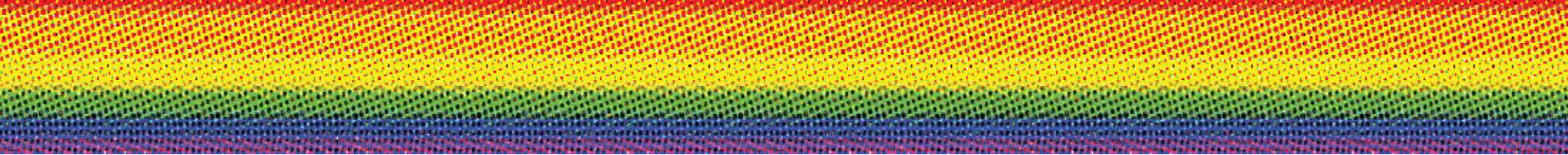
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Chancellor's Task Force on LGBT Issues

# CHALLENGING HOMOPHOBIA AND HETEROSEXISM

A Resource Guide for Faculty and Staff





## UW-Whitewater makes respect for others a priority

**T**he Strategic Plan includes the following assumptions:

**“Goal 4.1 (a)** Foster a learning environment in which the well-being of every individual is valued, service to one another is encouraged, freedom of expression is not compromised, and civility is affirmed.”

**“Goal 4.1 (c)** Develop swift, sensitive, and appropriate responses to public acts of disrespect or discrimination toward any member of the University community.”

**“Goal 4.2** An intellectual climate that reflects the diversity of the campus community and a shared commitment to achieving a global vision.”

**“Goal 4.2(a)** Integrate diversity issues and a global perspective throughout the instructional and non-instructional student programs.”

## Suggestions for a caring and inclusive community

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**A**dopt a department resolution on sexual orientation that acknowledges the department's determination to work against the discrimination against LGBT\* in the university. (You may obtain an example of such a resolution from the Chancellor's Task Force on LGBT Issues).

- Discuss the dangers and opportunities that confront students and faculty/staff who are “out” as LGBT\*.
- Discuss the validity and importance of LGBT\* scholarship and research with department promotion, tenure, reappointment and merit committees.
- Be aware of how issues such as parental leave, sick leave and bereavement may affect LGBT\* faculty and staff and be flexible in helping such families.
- Discuss the possible ramifications of a colleague “coming out.”

- Consider the incorporation of LGBT\* scholarship into department courses.
- Project positive images of LGBT\* persons and an accepting department attitude in the posters, pamphlets, handouts and forms in and from the department.
- Be clear allies of LGBT\* rights in class discussions, committee work and university discourses.

**Contact the Chancellor's Task Force on LGBT Issues (Eric Barber at 472-1072 or Kim Simes at 472-1939) for members of the committee who can act as consultants for or to speak to your department about LGBT issues.**