



**Undergraduate
Student Government**

UNIVERSITY OF IOWA STUDENT GOVERNMENT

Legislative Session 2022-2023

January 31st, 2023

Student Senate

S.S.B. 20

Sponsor: Senator Bartlett, Senator Mohanty, Senator Springer, Senator Ogbonna, Senator Manley

Student Senate Action: Passed/Failed/Tabled

Referred to: Internal Affairs Committee

An Act

To outline a discrimination and harassment policy within the USG Bylaws

Section 1. Short Title

This legislation may be cited as “USG Bylaws Discrimination and Harassment Policy”

Section 2. Discussion

Whereas, the USG Bylaws currently contain no section outlining a clear policy on discrimination and harassment within USG as an organization.

Whereas, members of the USG Executive branch compiled a comprehensive and detailed discrimination and harassment policy in response to the request for such language to be included in USG’s governing documents.

Whereas, this policy was referred to the Internal Affairs committee for review, passed with a majority affirmative vote, and therefore advanced to the Senate floor in the form of a bylaw amendment.

Section 3. Action

Therefore, ARTICLE I, SECTION B of the USG BYLAWS shall be amended to read as follows:

“5. Violation of the USG Constitution Article 1 Section E: Discrimination and Harassment Policy will result in disciplinary action as outlined below and may result in termination.

1. All points of information acquired during the investigation and processes outlined below will remain confidential and within the involved parties (those accused, the respective branch leadership, and the USG advisors) unless the accused member chooses to share the information or if the instance requires the involvement of additional university offices.

2. Disciplinary action shall be defined at the least as an initial meeting with the respective branch leadership and/or USG advisors to evaluate the individual's status as a member of USG.

1. If the disciplinary action meeting is to be held with the respective branch leadership, at least one USG advisor must be present.

2. If the accused is a member of USG branch leadership, the meeting will be held with the USG advisors.

3. The initial meeting shall occur *after* all claims related to the specific instance in question have been investigated for validity purposes.

3. Disciplinary action shall include determining what action will be taken to amend the wrongs committed regardless of whether termination is applicable.

4. Disciplinary action may also consist of (but is not limited to): recurring meetings with USG leadership and/or advisors, temporary position suspension, permanent removal (termination) from position, required trainings, and restorative justice workshops.

1. Termination shall follow the procedures as outlined in the USG Bylaws Article 1 Section B and in the respective branch codes of conduct.

2. If a member of the USG legislative branch wishes to appeal a decision of removal, they may submit an appeal to the Student Judicial Court who will conduct a review process ending with a vote on the reinstatement of the senator.

1. This appeal must be submitted to the USG Chief Justice and advisors within 2 weeks of notice of termination/removal

3. Seeing as USG Executive Cabinet members are considered to be employees of the University of Iowa, their removal process will follow that of the employee code and appeals will follow this process at all points.

1. Additionally, the Speaker of the Senate, Speaker Pro Tempore, Chief Justice, and Student Elections Commissioner as paid members and cabinet members (with the exception of the Student Elections Commissioner), also fall under this clause.

4. If a member of the Student Judicial Court is removed, they may submit an appeal to the USG Senate who will conduct a review process ending with a vote on the reinstatement of the senator.

1. This appeal must be submitted to the USG Speaker of the Senate and advisors within two (2) weeks of notice of termination/removal.

5. A disciplinary action plan will be created during the initial meeting in Point 8.1.a. This plan will designate all steps/action items as outlined in Point 8.1.c that the perpetrator will be responsible for completing.

1. The disciplinary action plan is subject to change at the discretion of the respective USG branch leadership and/or USG advisors and may be amended to include more action items or move to a higher level of action (ex. From suspension to termination) but may not be amended to include fewer action items.

2. All changes to the disciplinary action plan will be communicated to the perpetrator with reasoning included.

3. A single disciplinary action plan may be created for an individual with multiple cases that are being investigated.”

Therefore, following the procedures outlined in ARTICLE VIII, SECTION A of the USG BYLAWS, this amendment shall require a 2/3 affirmative vote of seated senators to constitute a second consideration.

Therefore, per the aforementioned section, there shall be a waiting period of no less than one (1) week between the first and second considerations of this amendment.

Therefore, per the aforementioned section, the second consideration of this amendment - and any further amendments to it - shall require a 2/3 affirmative vote of seated senators to constitute full passage.

Therefore, this amendment, pending full passage by the Senate, shall be effective immediately. It shall retain full power within the governing documents for the remainder of the 2022-2023 administration, as well as for the duration of all future administrations.

Therefore, be it enacted by University of Iowa Student Government upon the signature of the President.

Alexis Carfrae

Speaker of the Senate

Alexis Carfrae

I hereby attest and certify that this resolution originated from the 2022-2023 Student Senate Session.

APPROVED on 2/7/23

Patrick Johnson, **USG President**
Patrick Johnson