At its meeting of November 23, 1993, the Academic Senate unanimously approved the following resolution supporting equitable treatment of domestic partners:

**WHEREAS**

The employment contract negotiated by the California Faculty Association rather narrowly follows employee policies considered by the CSU's various Senates, Trustees, and Historic Precedents; and

**WHEREAS**

Such policies as now written are restrictively directed to benefit blood related families and relationships historically recognized in civil courts; and

**WHEREAS**

CSU policy and the current Collective Bargaining Agreement lack inclusive language resembling current law in the State of California and prohibiting the discrimination and exclusion of gay, lesbian and bisexual persons whose primary relationships are unfairly unrecognized, hence neglected, in employee benefits packages; and

**WHEREAS**

A large and growing number of prominent institutions (cf. "Personal & Professional: Benefits for Gay Couples," Chronicle of Higher Education, November 3, 1993, pg. A17, A19) including Harvard, Columbia, Yale, Massachusetts Institute of Technology, Stanford, and the Universities of Minnesota and Chicago have included Domestic Partnerships in their employee benefits packages to redress the basic unfairness of exclusionary policies; be it therefore

**RESOLVED**

That the Academic Senate of San Francisco State University urge the California State University's Statewide Academic Senate to write and pass a policy accepting the legitimacy of Domestic Partnerships; and be it further
RESOLVED That the Academic Senate of San Francisco State University recommend that policies established by the Faculty Affairs Committee of the California State University Statewide Academic Senate also urge the California Faculty Association to bargain for benefits packages for domestic partnerships that are equal and equitable with those now afforded civilly recognized partnerships and blood related families.