

**Proposal by the Faculty and Staff Benefits Committee of the Faculty Senate: Creation of a Safe Zone/Safe Place**

WHEREAS: Increased diversity among the students, faculty, and staff of The University of Tennessee, Knoxville is a valued and clearly stated goal of the University, its administration, its faculty, and its staff; and

WHEREAS: The recruitment and retention of a diverse faculty of high quality is both desirable and necessary to this goal; and

WHEREAS: An open, accepting, comfortable, and safe environment is critical to the recruitment and retention of a diverse faculty; and

WHEREAS: The presence of persons and locations both symbolic and real are a necessary but not sufficient component of an open, accepting comfortable, and safe environment; and

WHEREAS: Safe Zones/Safe Places constitute both real and symbolic presences of openness, acceptance, comfort, and safety for members of the university community; and

WHEREAS: Safe Zones/Safe Places exist at other peer institutions (for example, LSU, Georgia, Florida, and Kentucky), and other campuses of The University of Tennessee (for example, Martin); and

WHEREAS: The presence of a Safe Zone/Safe Place on The University of Tennessee, Knoxville campus would provide a clear and substantial benefit to members of the university community;

BE IT RESOLVED: that the Chancellor's office appoint a task force by November 5, 2007 to study, make recommendations to facilitate the development of a Safe Zone/Safe Place for The University of Tennessee, Knoxville.

BE IT FURTHER RESOLVED: that the considerations of the task force would include, but not be limited to:

studying and understanding the function and operation of Safe Zones/Safe Places at several other universities,

developing a recommendation as to the scope and purpose of a Safe Zone/Safe Place at The University of Tennessee, Knoxville,

developing a recommendation as to an appropriate location for a Safe Zone/Safe Place,

researching and identifying potential sources of supportive funding for a Safe Zone/Safe Place,

developing recommendations for training, staffing, and operations of a Safe Zone/Safe Place,

developing a written plan for the development of the Safe Place/Safe Zone under the direction of the Chancellor or his designee,

supporting the implementation of the plan as needed or required by the Chancellor or his designee;

BE IT FURTHER RESOLVED: that the task force prepare its recommendations by January 30, 2008;

BE IT FURTHER RESOLVED: that the Chancellor or his designee respond to the recommendations by February 28, 2008;

BE IT FURTHER RESOLVED: that, should the Chancellor or his designee agree to the creation of a Safe Zone/Safe Place, development of that facility would begin by March 3, 2008; and

BE IT FURTHER RESOLVED: that, should the Chancellor or his designee agree to the creation of a Safe Zone/Safe Place, the facility would be completed, its staffing arranged, and its staff trained, so that the Safe Zone/Safe Place would be fully operational by the first day of Student Orientation, Fall, 2008.