

**GENERAL ASSEMBLY OF NORTH CAROLINA**  
**SESSION 2017**

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**SENATE BILL 521**  
**Education/Higher Education Committee Substitute Adopted 4/25/17**

Short Title: UNC/Equal Opportunity Officer.

(Public)

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Sponsors:

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Referred to:

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March 30, 2017

1 A BILL TO BE ENTITLED  
2 AN ACT TO DIRECT THE BOARD OF GOVERNORS OF THE UNIVERSITY OF NORTH  
3 CAROLINA TO STUDY THE EQUAL OPPORTUNITY POLICIES ADOPTED BY,  
4 AND SERVICES OFFERED BY, EACH CONSTITUENT INSTITUTION AND HOW  
5 THE CONSTITUENT INSTITUTIONS MAY BECOME MORE EFFECTIVE AND  
6 EFFICIENT THROUGH POSSIBLE CONSOLIDATIONS OF THE EQUAL  
7 OPPORTUNITY SERVICES OFFERED BY EACH CAMPUS.

8 The General Assembly of North Carolina enacts:

9 **SECTION 1.** The General Assembly finds that The University of North Carolina  
10 provides important educational opportunities to citizens of the State and to others so that they  
11 may improve life for themselves, their families, and their communities. It is therefore important  
12 that The University of North Carolina provide equal opportunity to all without discrimination  
13 based upon race, creed, color, sex, national origin, political affiliation, or any other improper  
14 characteristic. The General Assembly also finds that, while university officials throughout the  
15 State and nation have established numerous positions to promote equal opportunity and  
16 inclusiveness, there is not sufficient transparency, coordination, or accountability to assure the  
17 public that such positions are in fact advancing equality. Further, the General Assembly finds  
18 that the expenditure of State funds for student groups should reflect the goal of equal  
19 opportunity and nondiscrimination to ensure access to all.

20 **SECTION 2.** The Board of Governors of The University of North Carolina shall  
21 study the equal opportunity policies, which include the policies related to diversity and  
22 nondiscrimination, adopted by each constituent institution, the implementation of those policies  
23 on each campus, and the services provided on each campus. In conducting the study, the Board  
24 of Governors shall review and evaluate the equal opportunity policies with a particular focus on  
25 transparency and effectiveness of the policies.

26 As part of the study, the Board of Governors shall direct each constituent institution  
27 to identify all staff positions on campus that include as part of the job duties any responsibility  
28 for the implementation, administration, or enforcement of policies intended to promote equal  
29 opportunity, diversity, or inclusiveness; indicate how those staff positions and the services  
30 offered through those positions fit within the organizational structure of the constituent  
31 institution; and indicate the direct and indirect costs related to those staff positions and services  
32 provided by those staff positions. This information shall include the number of part-time and  
33 full-time employees in these staff positions by each individual campus, descriptions of job  
34 duties of each of these employees, and the total costs of the positions.

35 The study shall also consider the feasibility of developing equal opportunity plans at  
36 each constituent institution that consolidate all equal opportunity services offered at each



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1 constituent institution into a single office headed by an equal employment officer designated by  
2 the Chancellor in order to promote effectiveness and efficiency.

3           **SECTION 3.** The Board of Governors of The University of North Carolina shall  
4 submit the report, including its findings and recommendations and policy changes, to the Joint  
5 Legislative Education Oversight Committee by January 1, 2018. The Board of Governors shall  
6 approve the report prior to the submission to the Joint Legislative Education Oversight  
7 Committee.

8           **SECTION 4.** This act is effective when it becomes law.