



# KENTUCKY EQUALITY FEDERATION

*Peace. Liberty.  
Equality.*

(877) KEF-5775 | [www.kyequality.org](http://www.kyequality.org)

April 10, 2014

Kentucky Equality Federation  
Office of the Chairman of the Board  
Attn: Brandon Combs  
P.O. Box 796  
London, KY 40743-0796

RE: Proposed Registered Student Organization Policy Change

To: Dr. Michael T. Benson, President  
Dr. Janna P. Vice, Provost  
Valerie J. Parks, Assistant Director  
Dr. Sherry Robinson, Executive Assistant

This letter is being sent regarding the proposed Registered Student Organization (RSO) policy change that is currently available for debate on the 30 Day Comment Forum, hosted by Director Parks' department. The proposed policy, as presented is not sufficient, as its wording opens the door for discrimination of all kinds. The phrase "However, the University respects the rights of the VSO/NSO to determine its own membership" has sufficient ambiguity to cause alarm to multiple populations on Eastern Kentucky University's campus. As written, this would allow an organization to discriminate against any person for any reason, which may include, but is not limited to: age, race, color, religion, sex, sexual orientation, disability, national origin, veteran status, or genetic information. Any discrimination complaint filed with these classifications would violate Title 7, Title 9, and/or EKU Policy and Regulation 1.4.1P – Equal Opportunity/Affirmative Action Statement (Non-Discrimination Policy).

It is the suggestion of my Office that you amend the aforementioned statement to include the following: "The University respects the rights of the VSO/NSO to determine its own membership, however the selection process for membership shall not violate state or federal law, any EKU policies, and should be available for immediate review at the request of the Office of the Provost for Academic Affairs." Failing to protect the student body from discrimination would potentially make the University liable, thusly causing a loss in Title 7 and Title 9 funding (*see. Bob Jones University v. United States; Jason Johnson v. University of the Cumberlands*).



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Furthermore, as the largest, all-volunteer LGBTI advocacy group in the Commonwealth of Kentucky, we will assist any and all persons who file discrimination complaints rooted in this inefficient policy-making, up to and including legal action, assisting the complainant with securing an attorney, and providing any additional resources to the complainant available at our disposal.

Thank you for your consideration.

Sincerely,

*Brandon J. Combs MS*

Brandon J. Combs, MS:SSEM  
Chairman of the Board of Directors  
EKU Alumni 2011



Brandon Combs, *Chair*  
Board of Directors

Miles Meehan, Vice Chair  
Board of Directors

Fran Everage, *Secretary of the Corporation*  
Board of Directors

cc: Office of the Secretary-General  
Office of the President

04/10/14 | Office of the Chairman | Brandon Combs, Chair

Brandon Combs, *Chair of the Board*  
Miles Meehan, *Vice Chair of the Board*  
Fran Everage, *Secretary of the Corporation*