

Title: #VIII-6A. Social Justice Policy November 28, 2000

West Virginia University at Parkersburg is committed to fostering an educational system that values the development of human potential, cultural and ethnic diversity and understanding; that provides for the preparation of students for full and meaningful participation in a changing world and that promotes equitable and fair treatment in every aspect of campus life and employment for all persons, regardless of race, sex, age, religion, sexual orientation, color, national origin, veteran status or disability.

This commitment will be accomplished through the college Social Justice Program and implementation of the Equal Opportunity/ Affirmative Action Plan. The President will designate a person who will be the administrator responsible for overseeing the Social Justice Program by developing plans, procedures, and regulations necessary to carry out the college program, and by examining the operations of the institution at regular intervals to assure their conformity with this social justice policy. The President will also designate an Affirmative Action Officer.

The President will also appoint a Social Justice Committee which will assist in the development of plans, procedures and regulations to carry out the college program.

The Committee membership will include:

- Social Justice Administrator
- Affirmative Action Officer
- Director of Counseling
- Coordinator of Veteran Services
- ADA Coordinator
- Human Resource Director
- One Faculty Representative from Each Division
- Three Classified Staff Representatives
- Three Student Representatives

Each dean, director, or supervisor has the immediate day-to-day responsibility for implementing the Social Justice Plan. All employees are expected to set the tone for positive change and results within the social justice area.

Formal complaints by employees, applicants and students who charge that they have been discriminated against shall be handled in accord with University of WV Board of Trustees [Series 56](#) or [Chapter 18, Article 29 of the West Virginia Code](#).