

Title: #VIII-6. Social Justice Policy

Date: June 30, 2009 (replaces version dated June 3, 2008)

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 is accomplished through the college Social Justice Program and implementation of the Equal Opportunity/Affirmative Action Plan. The Special Assistant to the President for Policy and Social Justice serves as the campus Social Justice Representative. The Social Justice Representative is 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 appoints a Social Justice Committee annually, which actively assists the Social Justice Representative in the planning and implementation of activities that promote tolerance, an appreciation for diversity, and an understanding of social justice issues.

The Committee membership will include:

- Special Assistant to the President for Policy and Social Justice
- Coordinator of Veteran Services
- Coordinator of Student Disability Services
- Director of Human Resources
- One faculty representative from each division
- Three classified staff representatives
- Three student representatives
- Two representatives of Jackson County Center
- Faculty Advisor for Student Multi-Cultural Awareness Coalition
- Chair, Student Multi-Cultural Awareness Coalition
- One adjunct faculty member
- Additional at-large representatives, as appointed

Each dean, director, or supervisor has the immediate day-to-day responsibility for assuring social justice at WVU Parkersburg. 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 allege that they have been discriminated against shall be directed to the Special Assistant to the President for Policy and Social Justice.