



**WEST LIBERTY UNIVERSITY
BOARD OF GOVERNORS RULE 1.13
SOCIAL JUSTICE**

Approval Date: December 11, 2006
Effective Date: December 11, 2006
Revision History: Prior BOG Policy 28
President's Signature: On File

SECTION 1: Purpose and Scope.

- 1.1 The purpose of this Rule is to establish guidelines in accordance with the West Virginia Governmental Ethics Act for all employees of West Liberty University.
- 1.2 This Rule requires all employees to avoid conflicts between their personal interests and their public responsibilities. This Rule is not intended as a comprehensive treatment on the subject of ethics. It only highlights key elements of the Ethics Act and supplements Higher Education Policy Commission regulations.

SECTION 2: Statement.

- 2.1 West Liberty University is committed to an environment of mutual understanding and respect among all individuals and groups at the institution, and the elimination of all forms of discrimination as identified by West Virginia and federal law. Recognizing a fundamental goal of a democratic society is the development of human potential, the University promotes an environment that values cultural, individual, and ethnic diversity; 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, color, national origin, sex, sexual orientation, age, religion, veteran status, or disability.

SECTION 3: Provisions.

- 3.1 The University Supports All of The Following Elements:
 - 3.1.1 Activities which have a goal of eliminating prejudice or discrimination based upon race, color, national origin, sex, sexual orientation, age, religion, veteran status, and/or disabilities.
 - 3.1.2 An appraisal of the educational and work environment related to the concepts and practices of social justice.
 - 3.1.3 Provision for counseling and responding to employees, applicants, and students who charge that they have been discriminated against and for



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the informal resolution of such matters before the filing of a formal complaint.

3.2 Responsibility for Ensuring Social Justice Is Assigned To:

3.2.1 Deans, directors, unit heads, and supervisors for the immediate day-to-day responsibility for implementation of the social justice policy.

3.2.2 All employees to set the tone and help create an environment for positive change and results within the social justice area.

3.3 Procedures Available for Social Justice Complaints. The University shall assure that procedures are available for applicants, students, and employees for the handling of social justice complaints and for appropriate dissemination of information concerning it to faculty, staff, and students. The President of the University has designated the Affirmative Action/Equal Employment Opportunity Officer (AA/EEO) as the campus contact regarding social justice concerns and/or the filing of complaints. In the event a complaint involves the AA/EEO Officer, the complainant should contact the Provost / Vice-President for Academic Affairs. Institutional approval of any activity pursuant to this Rule shall be deemed to be part of the employee's employment contract or similar documentation and shall be in writing.

SECTION 4: Authority.

4.1 W.Va. Code §18B-1-6.