

# **WEST VIRGINIA STATE UNIVERSITY BOARD OF GOVERNORS**

## **West Virginia State University**

### **BOG Policy #21**

**Title: Social Justice**

#### **Section 1. General**

1.1 Scope: This policy defines social justice, what and how it is to be accomplished, and provides guidelines for filing complaints.

1.2 Authority: West Virginia Code §18B-1-6; West Virginia Human Rights Act of 1967; Title IX of the Civil Rights Act of 1972; Equal Employment Opportunity Commission interpretative guidelines issued in March, 1980; Titles VI and VII of the Civil Rights Act of 1964; Vietnam Era Veterans Readjustment Act; Sections 503 and 504 of the Rehabilitation Act; Executive Order 11246; Immigration Reform and Control Act of 1986; Equal Pay Act; Age Discrimination Act; Americans with Disabilities Act; and the Disabled Veterans Act.

1.3 Effective: May 8, 2006

#### **Section 2. Social Justice Policy**

2.1 The West Virginia State University Board of Governors is committed to bringing about mutual understanding and respect among all individuals and groups at West Virginia State, and to eliminating all forms of discrimination as provided by West Virginia and federal laws;

2.2 Consistent with its comprehensive mission, and recognizing that the development of human potential is a fundamental goal in a democratic society, the West Virginia State University Board of Governors promotes an educational environment that values 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, color, national origin, sex, sexual preference, sexual orientation, age, religion, veteran status, or disability.

### **Section 3. Implementation**

3.1 West Virginia State's program for social justice consists of the following elements:

3.1.1 Activities, including education, which have a goal of eliminating prejudice or discrimination based upon race, color, national origin, sex, sexual preference, sexual orientation, age, religion, veteran status, or disability from student life and working conditions at the institution;

3.1.2 An appraisal of the institution's educational environment, job structure, and employment practices as they relate to social justice;

3.1.3 Provisions for counseling and responding to employees, applicants, and students who charge that they have been discriminated against with the goal of informally resolving such matters before the filing of a formal complaint;

3.2 Responsibility for carrying out the social justice program at West Virginia State is assigned as follows:

3.2.1 The President of the University shall designate a social justice officer from the administrative ranks who will be responsible for overseeing the social justice program as part of his/her other duties and responsibilities;

3.2.1.1 This administrative officer is expected to carry out the University's social justice program, as directed by the President, by developing plans, procedures, and regulations necessary to carry out the University's program, and by examining the operations of the institution at regular intervals to assure its conformity with this social justice policy.

3.2.2 Each administrator of the institution including vice presidents, deans, directors, unit heads and supervisors have the immediate day- to-day responsibility for implementing the institution's social justice policy;

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

### **Section 4: Areas of Implementation**

4.1 The social justice officer is authorized to carry out the University's program as authorized by the President in the following areas:

4.1.1 Developing plans, procedures, and regulations necessary to carry out the University's program;

4.1.1.1 The social justice plan will be developed with assistance and support from persons recommended by the President, or his/her designee, to assist in carrying out the program.

4.1.2 Require such reports as deemed appropriate from all areas of the institution to be used in evaluating its operations at regular intervals to assure conformity with this policy;

4.1.3 Proposing and encouraging changes in course content and curriculum, student life programs, personnel programs and administrative procedures designed to eliminate discriminatory practices which are covered by this policy and improve the University's program for social justice and assisting the institution's administrations in arriving at solutions to problems;

4.1.4 Encouraging and providing assistance to faculty in broadening course content and offerings to reflect the social justice goals of the Board of Governors;

4.1.5 Providing for the prompt receipt, investigation, disposition, and rendering of a written recommendation to the President of general allegations made by organizations or third parties of systematic discrimination.

## **Section 5. Filing of Complaints**

5.1 West Virginia State University assures that procedures are available to applicants, students and employees for the handling of social justice complaints and provides for appropriate dissemination of such relevant information to faculty, staff and students;

5.1.1 The social justice officer shall receive training as a facilitator and reports to the President;

5.1.1.1 Liaison persons may be appointed by the President to aid the social justice officer in these activities.