

Fairmont State University Board of Governors

POLICY NO. 8

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
- 1.3 Effective Date December 5, 2001

SECTION 2. SOCIAL JUSTICE POLICY

- 2.1 The Fairmont State University Board of Governors is committed to bringing about mutual understanding and respect among all individuals and groups at Fairmont State University and to eliminating all forms of discrimination as provided by West Virginia and federal law.
- 2.2 Consistent with its comprehensive mission, and recognizing that the development of human potential is a fundamental goal in a democratic society, the Fairmont State University Board of Governors promotes an educational system 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 Fairmont State University shall develop a program for social justice consisting 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 in 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 Provision for counseling and responding to employees, applicants, and students who charge that they have been discriminated against, and for the informal resolution of such matters before the filing of a formal complaint.
- 3.2 Responsibility for carrying out the social justice program is assigned as follows:
 - 3.2.1 The President of Fairmont State University shall designate an administrative officer who will be responsible for overseeing the social justice program as part of his or her other duties and responsibilities. This officer is expected to carry out the institution's social justice program, as directed by the president, by developing plans, procedures, and regulations necessary to carry out the institution's program, and by examining the operations of the institution at regular intervals to assure their conformity with this social justice policy.
 - 3.2.2 Each dean, chair, director, unit head and supervisor has the immediate day-to-day responsibility for implementing the 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 institution's program as authorized by the president in the following areas:

- 4.1.1 Developing plans, procedures, and regulations necessary to carry out the institution's program. Specifically, an acceptable social justice plan will be developed with assistance and support from persons recommended by the president to assist in carrying out the programs.
- 4.1.2 Evaluating the operations of the institution at regular intervals to assure their conformity with this rule. Require such reports as deemed appropriate from all divisions of the institution.
- 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 section and improve the institution's program for social justice and assisting the institution's administration in arriving at solutions to problems. Changes in curriculum shall be approved by the faculty through the curriculum approval process of the institution.
- 4.1.4 Encouraging and providing assistance to faculty in broadening course content and offerings to reflect the social justice goals of the University.
- 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 Fairmont State University shall assure that procedures are available for applicants, students and employees for the handling of social justice complaints and assume appropriate dissemination of information concerning it to faculty, staff and students.