

GLENVILLE STATE COLLEGE POLICIES

ADMINISTRATIVE POLICY 6

SOCIAL JUSTICE

6.1. General

- 1.1. Scope. - This policy addresses discrimination and harassment.
- 1.2. Authority - W. Va. Code §18B-1-6
- 1.3. Effective Date – April 8, 2015
- 1.4. Revision of Former Policy - Revises and replaces Glenville State College Administrative Policy 6 [2006].

6.2. Social Justice Policy

2.1. Discrimination and harassment of certain protected classes is prohibited by: (a) West Virginia Human Rights Act of 1967; (b) Title IX of the Civil Rights Act of 1972; (c) Equal Employment Opportunity Commission interpretative guidelines issued in March, 1980; (d) Titles VI and VII of the Civil Rights Act of 1964; (e) Vietnam Era Veterans Readjustment Act; (f) Sections 503 and 504 of the Rehabilitation Act; (g) Executive Order 11246; (h) Immigration Reform and Control Act of 1986; (i) Equal Pay Act; (j) Age Discrimination Act; (k) Americans with Disabilities Act; (l) Disabled Veterans Act; and (m) the Genetic Information Nondiscrimination Act of 2008.

2.2. Consistent with its comprehensive mission, and in recognition that the development of human potential is a fundamental goal in a democratic society, Glenville State College is committed to providing students, faculty, staff, and applicants for employment and admission and participants in its education and employment programs with a work and educational environment free from all forms of discrimination and harassment. Unlawful discrimination and/or harassment, in any manner or form, toward Glenville State College students, faculty, staff, or applicants for employment or admission or any other participant in the College's employment or education programs is a violation of Glenville State College policy and is expressly prohibited.

2.3. Engaging in hate crime activities that demean, ridicule, and/or endanger other members of the campus also are violations of this policy.

2.4. Harassment and discrimination in the campus community can involve any combination of people including but not limited to:

2.4.1. Instructor and student;

2.4.2. Employee and student;

2.4.3. Student and student;

2.4.4. Third parties and employees or students;

2.5. All Glenville State College students, faculty, student organizations and staff are expected to:

2.5.1. Review this policy and Glenville State College Board of Governors Policies 6A and 50;

2.5.2. Engage in conduct that meets professional and academic standards;

2.5.3. Remain sensitive to the effect of their actions and words on others;

2.5.4. Avoid behavior that might be construed as sex discrimination or sexual harassment;

2.5.5. Take appropriate action to prevent discrimination and harassment;

2.5.6. Help create an environment for positive change and results within the social justice area;
and

2.5.7. Report any witnessed incidents of harassment or discrimination.

6.3. Complaint Procedure and Disciplinary Action

3.1. The President or President's designee may establish administrative procedures to implement this policy including but not limited to, establishing procedures for the investigation and disposition of complaints.

3.2. Violators of this policy, including those who fail to report witnessed incidents of discrimination or harassment, may be subject to disciplinary sanctions. Appropriate disciplinary actions for students may include but are not limited to counseling, educational sanctions, disciplinary probation, suspension or expulsion. Employees who violate this policy may be subject to disciplinary action up to and including suspension without pay and employment termination. All other violators will be sanctioned as appropriate and in a manner not inconsistent with this policy and/or other Glenville State College policy. Complaints that allege an act of violence or other criminal law violation may be referred to the appropriate law enforcement authorities for prosecution.

6.4. Interim Measures

4.1. The President, designee, and/or Title IX/Equal Employment Opportunity/Affirmative Action Coordinator may undertake an appropriate inquiry and take such prompt and effective interim action as is reasonably practicable under the circumstances to support and protect the individual filing the complaint and provide for the safety of the campus. Interim measures may include but are not limited to, altering the academic, housing, and/or employment arrangements of the individual filing the complaint or the accused.

6.5. Retaliation

5.1. It is a violation of this policy to retaliate against any person making a complaint of discrimination or harassment, or against any person cooperating in the investigation (including testifying as a witness) of any allegations of discrimination or harassment. Retaliation should be reported promptly pursuant to any established procedures. Retaliation may result in disciplinary action independent of the sanction or

interim measures imposed, if applicable, in response to the underlying allegations of discrimination or harassment.

6.6. Implementation

6.1. The institution's Title IX/Equal Employment Opportunity/Affirmative Action Coordinator/American's with Disabilities Act Compliance Officer is responsible for implementing this policy in accordance with state and federal law and pursuant to any administrative procedures established by the President.

6.2. The Social Justice Officer, in conjunction with the Title IX/Equal Employment Opportunity/Affirmative Action Coordinator is responsible for overseeing the Social Justice program and shall report to the President. The Social Justice Officer may be responsible for:

6.2.1. Developing plans and procedures, necessary to carry out the institution's program;

6.2.2. Evaluating the operations of the institution at regular intervals to assure their conformity with the social justice program, and requiring such reports as deemed appropriate from all divisions of the institution;

6.2.3. 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 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;

6.2.4. Encouraging and providing assistance to faculty in broadening course content and offerings to reflect the social justice goals of the College; and

6.2.5. Any other duties as assigned by the President or other Glenville State College Policy.

6.7. Reports

7.1. In the annual report to the Board, the President or designee will include a report on the institution's efforts in the area of social justice. Such annual report will include what was accomplished; short term (one year) goals; long term goals; and the financial commitment utilized to achieve the goals.

6.8. Clery Act Crime Reporting

8.1. Acts of discrimination or harassment may also constitute acts of criminal conduct. Any individual may report an incident alleging criminal conduct by calling 9-1-1 in an emergency or by contacting the Department of Public Safety at: (304) 462-4132 or Extension 6450.

8.2. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f))("Clery Act") is a federal law, originally known as the Campus Security Act, that requires colleges and universities across the United States to disclose information about crime on and around their campuses. Pursuant to the Clery Act, certain employees are obligated to notify law enforcement of the fact that certain crimes have been reported to them. The name or other personally identifiable information about the complainant will be provided only with the consent of the complainant, except as

may be required or otherwise permitted by law. For information regarding Clery Act requirements including categories of employees responsible for Clery Act reporting and crimes covered, please see Policy 51, CLERY ACT CAMPUS SECURITY REPORTING, THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT AND SEXUAL VIOLENCE PREVENTION.

6.9. Policy Limitations

9.1. Nothing in this policy should be construed to extend "protected class" status or give rise to a cause of action beyond that otherwise provided by law.

Approvals:

President

Chair of the Board