

MARSHALL UNIVERSITY BOARD OF GOVERNORS

Policy No. GA-3

SOCIAL JUSTICE

General.

- 1.1. Scope: This interpretative policy addresses social justice, what and how it is to be accomplished, and provides guidelines for filing complaints.
- 1.2. Statutory References: W. Va. 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 Disabled Veterans Act.
- 1.3. Passage Date: November 13, 2002
- 1.4. Effective Date: Upon passage
- 1.5. Background: Replaces Board of Trustees Series No. 56 which was transferred by the Higher Education Policy Commission to the institutional boards of governors. This policy was previously numbered as MUBOG Policy No. 10.

Policy.

- 2.1. Marshall University is committed to bringing about mutual understanding and respect among all individuals and groups at the University and to eliminating all forms of discrimination as provided by West Virginia and federal law.
- 2.2. Consistent with its comprehensive mission, and in recognition that the development of human potential is a fundamental goal in a democratic society, the University promotes an education 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, age, religion, veteran status, or disability.

Implementation.

- 3.1. The 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, 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 Marshall University will designate a Social Justice Officer who will be responsible for overseeing the Social Justice program and who shall report to the president.
 - 3.2.1.a. This institutional official 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, 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.

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 the Social Justice Policy. 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.

Reports.

5.1. In the annual report to the chancellor, each president will include a report on the institution's efforts in the area of social justice which shall be reviewed by the Social Justice Committee. Such annual reports will include what was accomplished; short term (one year) goals; long term goals; and the financial commitment utilized to achieve the goals.

Filing of Complaints.

6.1. The 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. Each campus shall designate (a) liaison person(s) who shall receive training as a facilitator and report to the president.

§128-56-7. Policy Limitations.

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