DIVISION OF PEOPLE, EQUITY AND CULTURE

BOT 9.1 - 9.10

Date of Last Update:
June 11, 2025

Approved By:

- Board of Trustees

Responsible Office:
Office of General Counsel

POLICY STATEMENT

9.1 Commitment to Diversity, Equity, and Inclusion and Equal Employment Opportunity and Antidiscrimination

Grand Valley State University is committed to inclusion and equity, and strives to establish a climate that welcomes and affirms the contributions of all students and employees. The University is guided by values for inclusiveness and community which are integral to our mission to educate students to shape their lives, their professions, and their societies, and to enrich the community through excellent teaching, active scholarship, and public service. The University strives to provide all members of its community an inclusive environment and equitable opportunities for success.

The University is also committed to maintaining a climate conducive to an educational, living, and employment environment that is free from unlawful acts of harassment and discrimination, as well as those defined by this policy. All members of the community are expected to conduct themselves in a manner that does not infringe upon the rights of others. It is neither the purpose nor intent of this policy to infringe on the First Amendment or academic freedom as defined by the University.

The University is an antidiscrimination, equal employment opportunity institution, consistent with its obligations as a federal contractor. It encourages diversity and provides equal opportunity in education, employment, all of its programs, and the use of its facilities. It is committed to protecting the constitutional and statutory civil rights of persons connected with the University.

Members of the University community, including students, employees, faculty, staff,

administrators, Board members, consultants, vendors, others engaged to do business with the University, candidates for employment or admissions, and visitors or guests have the right to be free from acts of harassment and discrimination, including sexual misconduct, as defined by this policy. In accordance with applicable federal and state law and this policy, acts of discrimination or harassment by members of the campus community are prohibited if they discriminate or harass on the basis of age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex/gender (including gender identity and expression), sexual orientation, veteran or active duty military status or weight. This includes inappropriate limitation of, access to, or participation in educational, employment, athletic, social, cultural, or other University programs and activities. The University will provide reasonable accommodations to qualified individuals with disabilities. Limitations are lawful if they are: directly related to a legitimate University purpose, required by law, or lawfully required by a grant or contract between the University and the state or federal government. For the purposes of this policy, sex-/gender-based harassment includes sexual misconduct, sexual assault, interpersonal or relationship violence, and stalking.

9.2 Equal Employment Opportunity and Antidiscrimination

The EEO Officer provides leadership for all facets of promoting and monitoring equal employment opportunities and the University's antidiscrimination program. The Equal Employment Opportunity/Antidiscrimination Office monitors the implementation of the Board of Trustee's 4.1.2 Equal OpportunityPolicy, develops educational programs on antidiscrimination and equal opportunity laws, policies, and procedures as well as issues of harassment and discrimination, and investigates and addresses related complaints.

9.3 Employee Accessibility Resources

This office promotes the full inclusion of individuals with disabilities, and supports the University's compliance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of the Department of Education. Its mission is to provide support resources and accommodations that enhance the environment for employees with disabilities, and help to educate the University community on disability issues.

9.4 Office of Civil Rights and Title IX

The Office of Civil Rights and Title IX is responsible for monitoring and oversight of overall implementation of the University's Title IX compliance, including the coordination of training, education, communication, and administration of procedures for addressing complaints of sexual discrimination, which is sexual harassment and sexual misconduct including sexual assault, dating/domestic violence, and stalking, for faculty, staff, students and other members of the University.

9.5 Inclusion and Equity Institute

The Inclusion and Equity Institute strives to further the diversity, equity, and inclusion goals of people, organizations and communities locally, regionally and nationally. As a part of the University's commitment of public service, the work of the Inclusion and Equity Institute is intended to create learning opportunities through collaborative partnerships and customized programs to uniquely meet desired goals and outcomes.

9.6 Employee Ombuds

The Employee Ombuds Office offers confidential voluntary services to help faculty and staff create and maintain a positive working environment, including exploring options, communication and conflict coaching, group facilitation and feedback to campus leaders regarding systemic issues.

9.7 Human Resources

The Human Resources Office recruits the best talent for the university and serves employees with opportunities for growth, technical and strategic support. The Human Resources Office acts as forward-thinking, strategic partners who care for and anticipate the needs of the GVSU community, and believe in the development and administration of an inclusive and equitable employee experience at GVSU.