

DIVISION OF DIVERSITY, EQUITY AND INCLUSION

BOT 9.1 - 9.10

Date of Last Update:

June 25, 2021

Approved By:

- Board of Trustees

Responsible Office:

Office of General Counsel

POLICY STATEMENT

9.1 Commitment to Diversity, Equity, and Inclusion and Equal Opportunity and Affirmative Action

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 affirmative action, equal 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 Opportunity and Affirmative Action

The EEO/Affirmative Action Officer provides leadership for all facets of promoting and monitoring equal employment opportunity and the University's affirmative action program. The Equal Opportunity/Affirmative Action Office monitors the implementation of the Board of Trustees's [Equal Opportunity/Affirmative Action Policy](#), develops educational programs on affirmative action and equal opportunity laws, policies, and procedures as well as issues of harassment and discrimination, and investigates and addresses related complaints.

9.3 Disability Support 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 persons with disabilities, and help to educate the University community on disability issues.

9.4 Office for Title IX and Institutional Equity

The Title IX office 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 [Office of Multicultural Affairs](#)

The Office of Multicultural Affairs supports efforts in recruiting and retaining diverse students; to educate, engage and empower all students to live in a multicultural world; and to advocate for a socially just campus environment. This is accomplished in partnership with students, faculty, staff and community through the delivery of education, programs and services.

9.7 [Gayle R. Davis Center for Women and Gender Equity](#)

The Gayle R. Davis Center for Women and Gender Equity advocates for gender justice through education, engagement, and empowerment of women students and the greater University community. This is accomplished in partnership with students, faculty, staff and community through the delivery of education, programs and services.

9.8 [Milton E. Ford LGBT Resource Center](#)

The Milton E. Ford LGBT Resource Center educates, supports and empowers students to lead authentic lives, to challenge systems of gender and sexuality, and to work for social justice. This is accomplished in partnership with students, faculty, staff and community through the delivery of education, programs and services.

9.8 [Campus Interfaith Resources](#)

Campus Interfaith Resources fosters understanding and engagement of the diverse religious, spiritual and secular identities of our students, faculty, staff and community through the delivery of education, programs, and services. The office's purpose is to support individuals in developing integrated lives and to promote social justice by cultivating an inclusive campus climate that promotes interfaith engagement, dialogue, and understanding.

9.9 [Sylvia and Richard Kaufman Interfaith Institute](#)

The mission of the Sylvia and Richard Kaufman Interfaith Institute is to promote understanding and acceptance among all religious faiths and perspectives, in the community and on campuses. This is accomplished through conferences, events, partnerships and relationships that bring people together to dialogue and learn mutual respect.

