

**NEW RIVER COMMUNITY AND TECHNICAL COLLEGE**  
**BOARD OF GOVERNORS**  
**POLICY NO. 13**

**TITLE: SOCIAL JUSTICE**

**SECTION 1. GENERAL**

- 1.1 Scope - This interpretative rule 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; 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 Filing Date - January 31, 1992
- 1.4 Effective Date - March 31, 1992
- 1.5 Replaces Title 131, Interpretive Rule, Series 56
- 1.6 Effective Date: July 1, 2003
- 1.7 Approved by the BSC BOG: March 18, 2004
- 1.8 Accepted by New River BOG: March 1, 2005

**SECTION 2. SOCIAL JUSTICE POLICY**

- 2.1 The New River Community and Technical College Board of Governors is committed to bringing about mutual understanding and respect among all individuals and groups at New River Community and Technical College, 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 New River Community and Technical College 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 The institution 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 shall designate an administrative officer who will be responsible for overseeing the social justice program as part of her/his other duties and responsibilities. This administrative 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, 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 New River Community and Technical College.
  - 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. REPORTS**

- 5.1 In the annual report to the Board of Governors, the president will include a report on the institution's efforts in the area of social justice. 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.

## **SECTION 6. FILING OF COMPLAINTS**

- 6.1 The institution 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.