

**INSTITUTIONAL POLICY: GA-28**

**CATEGORY:** General Administration

**SUBJECT:** Committee on Social Justice and Cultural Diversity

**EFFECTIVE DATE:** November 17, 1998

**LAST REVISION DATE:** August 30, 2010

**APPLICABILITY:** Faculty, Staff, and Students

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I. Introduction

The West Virginia School of Osteopathic Medicine is committed to fostering an educational system that values the development of human potential, 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, ethnic background, gender, age, religion, veteran status, disability or sexual orientation.

II. Committee on Social Justice and Cultural Diversity

A. Committee Administrator

This commitment will be accomplished through the WVSOM Committee on Social Justice and Cultural Diversity supplemental to the Equal Opportunity/Affirmative Action Plan. The Assistant Vice President for Student Development will serve as the administrator responsible for overseeing the Committee on Social Justice and Cultural Diversity. The Assistant Vice President for Student Development will develop plans, procedures, and regulations necessary to carry out the school's program and evaluate the operations of the institution at regular intervals to assure their conformity with this policy.

B. Appointment of Committee

The President will appoint a Committee on Social Justice and Cultural Diversity which will assist in the development of plans, procedures and regulations to carry out the school's program. The Committee shall be appointed each academic year, with cultural diversity evidenced in its make-up.

The Committee membership will include:

- Assistant Vice President for Student Development, Chair
- Affirmative Action Officer
- Two Faculty Members
- Two Classified Staff Members

One Student recommended by the Assistant Vice President for Student Development  
President of PAX  
Chair of the Dean's Task Force on Diversity  
Others as recommended by the Chair

### III. Implementation

Each dean, director or supervisor has the immediate day-to-day responsibility for implementing this policy. All employees are expected to set the example for positive change and results within the social justice area. Complaints by employees, applicants and students who charge that they have been discriminated against or suggestions for enhancing diversity and understanding in the school community shall be reported to the Social Justice and Cultural Diversity Administrator.