

**INSTITUTIONAL POLICY: GA-28**

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

**SUBJECT:** General Administration

**EFFECTIVE DATE:** November 17, 1998

**LAST REVISION DATE:** [N/A]

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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. Appointment of Administrator

This commitment will be accomplished through the college Committee on Social Justice and Cultural Diversity supplemental to the Equal Opportunity/Affirmative Action Plan. The President will designate an administrator who will be responsible for overseeing the Committee on Social Justice and Cultural Diversity by developing plans, procedures, and regulations necessary to carry out the college program and be examining the operations of the institution at regular intervals to assure their conformity with this policy.

B. Appointment of Committee

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

The Committee membership will include:  
Social Justice and Cultural Diversity Administrator, Chair  
Affirmative Action Officer  
Minority Affairs Counselor  
One Faculty Member  
One Classified Staff Member

Two Students  
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 college community shall be reported to the Social Justice and Cultural Diversity Administrator.