OM 3.1.12 Cultural Diversity Policy

Policy Purpose
To create an environment that promotes inclusion across the Community

Policy Summary
Clarkson University commits itself to inviting, supporting and affirming cultural diversity on the campus. All university programs and practices, academic and co-curricular, shall be designed to create a learning environment in which cultural differences are valued.

Definition of Terms
Diversity: Equality and inclusion for all people — men and women of diverse races, ethnicities, religions, national origins, sexual orientation, abilities and skills, knowledge and ideas, socio-economic levels, life experiences and perspectives that interact with the global community

Policy Statement
The University declares its commitment to maintaining an inclusive community that recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect among its members; and encourages each individual to strive to reach his or her own potential.

All educational services and programs of the University are to be available and open to all academically qualified individuals without any discrimination on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability or status as a veteran.

Procedures
To ensure the achievement of these policy goals, Clarkson University is committed to:

- Encouraging all organizations to have as part of their constitution and by-laws, a cultural diversity policy that states explicitly the organization’s commitment to fostering cultural diversity on campus;
- Encouraging inclusiveness in all organizations while respecting the different needs of organizations composed of groups that have been or currently are denied equal opportunity;
- Developing and maintaining academic/co-curricular programs and university climate that promises a responsible, civil and open exchange of ideas;
- Educating all members of the campus community about diversity and forms of discrimination, such as racism, sexism, and homophobia;
- Maintaining a respectful environment free from all forms of harassment, hostility and violence;
- Recruiting and working to retain students, staff and faculty who are members of historically or otherwise under-represented groups; and
- Providing the necessary financial and academic support to recruit and retain diverse students, faculty and staff.