

**POLICIES**

**Issued:** March 30, 2017

**Responsible Official:** President

**Responsible Office:** Office of the President

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**Policy Statement**

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It is the policy of Austin Peay State University to model and promote diversity and inclusion at all levels and in all sectors of the University. By modeling and promoting diversity and inclusion, Austin Peay State University will foster environments of equity and inclusive excellence.

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**Purpose**

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The purpose of this policy is to define and promote diversity throughout the University.

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- APSU Chief Diversity Officer

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**Procedures**

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**Introduction**

- A. Diversity can be broadly defined as differences. When applied within the context of education and the educational community, diversity represents the inclusion and support of groups of people with a variety of human characteristics that go beyond the legally protected classes of race, sex, age, religion, national origin, disability status, veteran status – to include, but not be limited to, other categories such as socio-economic status, sexual orientation, first generation college status, urban or rural upbringing – and other personal

characteristics that shape an individual's identity and life experience in a substantive way.

**Administrative  
Responsibility**

- A. Duties of the President
1. The President shall be responsible for the development and implementation of the diversity program on each campus.
  2. In carrying out this responsibility, the President shall comply with the following:
    - a. Provide positive and assertive leadership in the development and implementation of the campus diversity plan and ensure that appropriate attention is devoted to the plan and initiatives in staff and faculty meetings.
    - b. Ensure that campus diversity plans are reviewed annually and progress towards meeting the goals and objectives is assessed.
    - c. Appoint a campus committee with broad campus representation.
  3. The charge of the committee should include, but not be limited to:
    - a. Gathering and reporting data.
    - b. Recommending diversity related initiatives.
    - c. Reviewing and assessing progress of diversity initiatives

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**Links**

**APSU Diversity Committee** <http://www.apsu.edu/diversity>  
**APSU Chief Diversity Officer** <http://www.apsu.edu/chief-diversity-officer>

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**Revision Dates**

APSU Policy 1:006 (previously 5:064) – Rev.: March 30, 2017  
APSU Policy 1:006 – Rev.: August 12, 2015  
APSU Policy 1:006 – Issued: December 8, 2009

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**Subject Areas:**

Academic	Finance	General	Human Resources	Information Technology	Student Affairs
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**Approved**

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President: signature on file

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