

*In response to B. Curricular Information item 2. All academic policies focused on diversity, equity, and inclusion*

#### **II-2.1.1 Code of Ethics**

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Guilford Technical Community College is committed to maintaining the highest professional standards in all of its academic and administrative operations; promoting ethical practices among its administrators, faculty, staff, and students; and ensuring a level of accountability appropriate for a public institution. Individuals are expected to observe all federal, state, and local laws including those pertaining to equal opportunity, nondiscrimination, and harassment.

Personal interactions among members of the college community and between members of the college community and those outside the college community should be characterized by truthfulness, openness to new ideas, civility, and consideration for the rights of others. Each member of the college should respect the rights of others to freedom of thought, opinion, speech, and association.

Individuals shall present information accurately, comply with policies to the best of their abilities, and use the institution's resources appropriately. Each employee is responsible for avoiding real or apparent conflicts of interest; ensuring that authority is exercised within a framework of accountability; and ensuring that information is managed in accordance with relevant public record and privacy statutes.

#### **V-5.1.6 Anti-Harassment**

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Guilford Technical Community College is committed to providing an educational and working environment that is free from harassment for faculty, staff, and students. This commitment extends to prospective employees (applicants) as well. The college values diversity and recognizes the dignity and worth of every individual. Unlawful harassment in any form is contrary to these goals and will not be tolerated. Incidents of unlawful harassment will be met with appropriate disciplinary action, up to and including dismissal from the college.

Unlawful harassment includes jokes, comments, gestures, or actions that create an intimidating, hostile or offensive work environment and that are based on or directed at a person because of race, color, religion, sex, age, national origin, disability, or any other class protected by law.

### **GTCC has a Multiculturalism and Inclusion Committee**

Multiculturalism and Inclusion Committee – Vice President of Student Services/ Director of Employee Development & Engagement

Multiculturalism and Inclusion are essential to institutional, faculty/staff, and student success. The committee's primary purpose is to make recommendations of policy, process and practice with regard to multiculturalism, diversity and inclusion. The committee is a working group with a broad focus on matters such as student success, employee engagement, and campus climate. The committee will meet monthly on the first Thursday.

### **GTCC has a Gender Equity and Title IX Compliance Committee**

Gender Equity and Title IX Compliance Committee- Vice President of Business & Finance  
This committee will maintain broad representation from across the college to establish annual goals for Title IX education and outreach initiatives on all campuses to include the following sub-committee assignments.

- Review and recommend revision to pertinent college policies and procedures to include an organization chart for positions involving Title IX responsibilities;
- Expand/revise list of investigators and ensure proper training;
- Revamp Title IX database (Maxient) and ensure data integrity, proper security access, and re-training occurs;
- Update, improve, and recommend someone to maintain Title IX webpage;
- Provide recommendation and materials for required training to employees and students and ensure training occurs. Provide data and feedback on training activities; and
- Review and recommend athletic program's compliance with Title IX.
- Conduct biennial Campus Climate Survey on awareness/sensitivity to sexual harassment, sexual misconduct, and gender discrimination education efforts for faculty, staff, and students, and;
- Generate annual report on results for each goal attainment/outcomes, survey results/assessment, as well as general observations on effectiveness of Title IX education and outreach activities on all campuses.

### **This is Guilford Technical Community Colleges Diversity Statement, located in the Student Handbook**

Diversity Statement Guilford Technical Community College respects the voices of all students. We promote student-centered programs that promote an awareness of and respect for diversity. We encourage all students to become involved in as many campus sponsored clubs and activities as possible.

**This is Guilford Technical Community Colleges Civility Statement which is posted on our website**

A Titan's Role in Promoting Civility

As GTCC Titans we believe that all members of our community – students, staff, faculty and administrators – have a duty to conduct themselves with civility toward one another at all times. We value the special talents and contributions of each member of our community. We further affirm the worth and dignity of each member and the shared responsibility of all to treat each other as individuals, with respect and courtesy. This statement, therefore, shares our mutual expectations for how to engage in the work of leaving our community stronger than when we entered it.

- We believe that our right to speak freely comes with a responsibility to speak thoughtfully and respectfully. We reject escalation, argument for its own sake, and combativeness as being beneath the standards of a Titan.
- We recognize the worth and dignity of everyone in the learning community. We have all earned our place here and we will gladly treat one another in ways that honor this effort.
- We understand that disagreements will occur and that they do not have to become arguments; as Titans we will trust each other enough to practice honesty and good will in resolving our differences fairly. When we feel that our concerns are not being heard we will consult the college's policies and procedures to find and use the appropriate communication channels.
- We support each other socially and academically as members of a specifically defined community. When members' needs exceed those boundaries, we will involve the appropriate Colleges services to provide support rather than taking on these burdens ourselves.

**Statement at beginning of each Job Description currently advertised for academics**

SUMMARY OF THE JOB:

Guilford Technical Community College (GTCC) is currently the fourth largest of NC. Community College System's 58 institutions. On our six campuses and through our online offerings, we annually serve approximately 27,500 students, 60% of whom are students of color. We strive to offer programs that provide equitable educational outcomes for all students representing all backgrounds, including, but not limited to, ability, age, gender, race, religion, sexual orientation, and socioeconomic status. At GTCC, we are committed to cultivating a workplace culture of inclusion that welcomes, develops, supports, and empowers employees. We are looking for an exceptional leader who shares our institutional mission, vision, and values, to join the instructional team.

## **Part of GTCC's Mission Statement and Goals**

### **Partnerships**

- We promote economic development by providing a highly skilled workforce for new and existing employers.
- We partner with K-12 schools and four-year institutions to increase students' success and progression towards their educational and career goals.
  - Collaboration - Working together with all constituents to fulfill the College's mission
  - Learning – Providing quality educational experiences across all programs and services
  - Accessibility – Identifying and eliminating barriers to successful educational outcomes
  - Excellence – Striving for distinction in everything we do
  - Integrity – Ensuring that our words and actions work together for the betterment of society
  - Inclusion – Promoting respect and equity and recognizing differences as strengths

### **Goal 5: Provide learning opportunities in a safe, convenient, and inviting atmosphere**

1. Provide an infrastructure that oversees, supports, sustains, and monitors college regulatory compliance and other needs for emergency preparedness and campus safety
2. Assess facility assets to enhance strategic redeployment of existing space, program access, and future growth
3. Foster student / employee engagement in sustainable facilities, campus beautification, college pride
4. Promote a campus culture of inclusion and belonging

### **Goal 6: Cultivate a workplace culture of inclusion that welcomes, develops, supports, and empowers employees**

1. Foster a college culture that supports employee diversity and inclusion through recruitment and retention
2. Foster a college culture that supports employee morale and performance
3. Provide best-in-class professional development for all employees
4. Develop institutional leaders who serve as liaisons with our diverse community