



Social Equity, Inclusion, and Title IX

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Shepherd University's Commitment:

- Providing an equitable, inclusive, and respectful campus culture and environment, free from any form of harassment, discrimination, or violence. We recognize the significance and impact of violence and harassment on college and university campuses across the United States and we are committed to educating our campus community on these topics to ensure a safe and welcoming living, learning, and working environment for all students and employees.
- Promoting a campus climate based on the values of civility, mutual respect, and human dignity. We all play a role in eliminating violence and creating a culture of respect on campus.
- Shepherd University does not tolerate discrimination, harassment, or retaliation. This includes sexual harassment, sexual and intimate partner violence, as well as stalking. In fact, we go one step further and stand up against violence and hate.

Our Role:

- Ensuring equitable access for all members of the community and to educate on topics that can interfere with this access, like violence or discrimination. It is my job to stop sexual misconduct when occurs, to address bias behavior, to recognize harassment, prevent it from happening in the future and provide support for those that have been affected by it.
- If any member of the campus community experiences any form of harassment, discrimination, or violence, we encourage reporting to this office to resolve the complaint and assist in connection to resources and support options, both on and off campus.

Initiatives:

- All incoming students are required to complete the Shepherd University Culture of Respect Course as a way of ensuring that we are all on the same page.
- Stand Up, Don't Stand By is Shepherd's homegrown bystander intervention program that empowers members of the campus community to promote healthy relationships, communicate, understand power and consent, and create a culture of respect on our campus. We know that when we treat each other with respect and dignity, incidents of violence go down and success for everyone goes up.