

DIGNITY & NON-DISCRIMINATION

Related Board of Trustees Policy: 1.3

OPR: Vice President for Administration

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DIGNITY AND NON-DISCRIMINATION

The employees and students at Craven Community College (“the College”) are expected to exemplify the Core Values of service, diversity, integrity, respect, learning, quality, and trust as defined and promulgated in Board Policy 3.1, Core Values. Employees, students, and volunteers shall respect the dignity of others, acknowledge the right of others to express differing opinions, and actively foster and defend intellectual honesty, freedom of inquiry and instruction, and freedom of speech and association. Craven CC will employ teaching methods and procedures to further that intent.

Definitions

- **Discriminatory practice.** Any of the following when based on an individual's protected classification under federal law:
 - Treating an individual differently solely to advantage or disadvantage that individual as compared to other individuals or groups.
 - Excluding an individual from employment, except as allowed under federal law.
 - Excluding an individual from participation in an educational program or activity, except as allowed under federal law.
- **Divisive Concept.** Any of the following concepts:
 - One race or sex is inherently superior to another race or sex.
 - An individual, solely by virtue of his or her race or sex, is inherently racist, sexist, or oppressive.
 - An individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex.
 - An individual's moral character is necessarily determined by his or her race or sex.
 - An individual, solely by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex.
 - Any individual, solely by virtue of his or her race or sex, should feel discomfort, guilt, anguish, or any other form of psychological distress.
 - A meritocracy is inherently racist or sexist.
 - The United States was created by members of a particular race or sex for the purpose of oppressing members of another race or sex.

- Particular character traits, values, moral or ethical codes, privileges, or beliefs should be ascribed to a race or sex or to an individual because of the individual's race or sex.
- The rule of law does not exist but instead is a series of power relationships and struggles among racial or other groups.
- All Americans are not created equal and are not endowed with certain unalienable rights, including life, liberty, and the pursuit of happiness.
- Governments should deny to any person within the government's jurisdiction the equal protection of the law.
- Instruction. Includes content taught or presented to students by employees, contractors, or individuals otherwise engaged by the College.

Prohibited Practices

The College shall not:

- Engage in or advocate for discriminatory practices.
- Compel students, professors, administrators, or other employees to affirm or profess belief in divisive concepts.
- Endorse divisive concepts.
- Maintain an office, division, or other unit:
 - promoting discriminatory practices or divisive concepts or
 - referred to as or named diversity, equity, and inclusion.
- Employ or assign an employee whose duties for Craven CC include promoting discriminatory practices or divisive concepts.
- Require completion of a course related to divisive concepts for purposes of awarding a degree or completion of a program, except as provided below.

Accepted Practices

This Procedure shall not be construed to limit any of the following:

- Speech protected by the First Amendment of the U.S. Constitution.
- Materials accessed on an individual basis that advocate divisive concepts or discriminatory practices for the purpose of research or independent study.
- Policies or procedures required by State or federal law.
- Instruction or discussion on divisive concepts that makes it clear the College does not endorse divisive concepts.
- In the discretion of the College president, a course related to divisive concepts that is required for a specific degree program. The College president shall report to the System Office on any course that is required under this procedure.

This Procedure does not limit or prohibit:

- Instruction or discussion of divisive concepts as part of a course of study, provided the institution does not endorse those concepts.
- Academic inquiry, research, or classroom discussion protected by the First Amendment.
- Instruction required by state or federal law.
- The teaching of historical events, legal issues, political philosophy, sociology, literature, or other academic subject matter that may include discussion of divisive concepts.

Campus Free Speech

Craven CC shall not establish, maintain, or otherwise implement a process for reporting or investigating offensive or unwanted speech that is protected by the First Amendment, including satire or speech labeled as “microaggression.”