

Vice President for Human Resources, Diversity,  
Equity, and Inclusion  
March 15, 2024

A. PURPOSE

The purpose of this policy is to provide a clear and concise definition of the terms used in this policy.

B. AUTHORITY

This policy is authorized by the Board of Trustees, effective 7/1/2015. The policy is subject to the approval of the Board of Trustees. The policy is subject to the approval of the Board of Trustees.

C. DEFINITIONS

Employee - An individual who is employed by the University of North Carolina at Chapel Hill.

Student - An individual who is enrolled in a degree program at the University of North Carolina at Chapel Hill.

Vendor - An individual or organization that provides goods or services to the University of North Carolina at Chapel Hill.

D. SCOPE

This policy applies to all employees, students, and vendors of the University of North Carolina at Chapel Hill.

## E. POLICY STATEMENT

It is the policy of the Board of Education to ensure that all students have access to a safe and secure learning environment. The Board of Education shall ensure that all students are protected from physical and emotional harm. The Board of Education shall ensure that all students are treated with respect and dignity. The Board of Education shall ensure that all students are provided with a high quality education.

## F. PROCEDURES

The Board of Education shall ensure that all procedures are fair and equitable. The Board of Education shall ensure that all procedures are consistent with the law. The Board of Education shall ensure that all procedures are transparent and accountable.

1. ~~1.~~

- a. ~~1.~~ \*: ~~1.~~

1. ~~Employee~~  
2. ~~Student~~  
3. ~~Vendor~~  
4. ~~Other~~

5. Other \_\_\_\_\_ 6. ~~Other~~  
7. ~~Other~~

3. ~~Other~~

a. ~~Other~~ \*: ~~Other~~ ~~Other~~ ~~Other~~  
b. ~~Other~~ ~~Other~~ ~~Other~~ ~~Other~~  
c. ~~Other~~ ~~Other~~ ~~Other~~ ~~Other~~



/s/ Esther Dodge January 29, 2024  
Responsible Officer Date

/s/ Carrie A. John January 29, 2024  
Responsible Officer Date

/s/ Etta Henry February 7, 2024  
Responsible Officer Date

/s/ Donna Meeks March 21, 2023  
Chair, Policy Review Committee (PRC) Date

/s/ September Sanderlin February 12, 2024  
Responsible Oversight Executive Date

/s/ Allen T. Wilson March 12, 2024  
University Counsel Date

/s/ Brian O. Hemphill March 15, 2024  
President Date

March 1, 1999; October 2, 2009; January 16, 2016;  
March 14, 2024

March 15, 2029