

5.1.2 – Program Inclusivity and Neutrality Policy

Section:	Academic	Approved:	June 30, 1986
Subject:	Program Inclusivity and Neutrality	Reviewed:	September 1, 2025
Policy:	5.1.2	Revised:	September 1, 2025
Policy Owner:	Directors – Academic	Next Review:	September 1, 2026
Approval Authority:	President and CEO		

Policy Statement

The College recognizes the importance of academic freedom, open discussion, and critical thinking. To ensure a safe, respectful, and inclusive learning environment, the College prohibits the promotion or endorsement of any religion, political ideology, or partisan position within its programs and activities.

Purpose

This policy establishes guidelines to maintain a neutral, inclusive, and respectful learning environment for all students, staff, and participants in College programs, courses, or activities.

Scope

This policy applies to all instructors, staff, guest speakers, and students participating in College programs, courses, or activities, whether on campus, online, or during off-site College-sponsored events.

Policy Guidelines

1. No Promotion of Religion or Politics

Instructors, staff, and guest speakers shall not promote, endorse, or advocate for any specific religious belief, religious practice, political party, or partisan position in the context of delivering program content or fulfilling their professional role.

Course content must remain neutral unless the subject matter specifically requires the study of religion or politics as part of the curriculum (e.g., history, political science, cultural studies).

2. Respect for Diverse Perspectives

Students are encouraged to share diverse viewpoints relevant to course content, provided discussion is respectful and does not include attempts to promote a religion or persuade others to adopt specific beliefs, or campaigning.

Instructors must facilitate such discussions in a balanced, non-partisan manner.

3. Academic Relevance

Any discussion or material involving religion or politics must be directly relevant to course objectives and approached in an academic, evidence-based, and respectful way.

## **4. Use of College Resources**

College platforms, classrooms, communication tools, and events may not be used to distribute religious or political promotional materials or to organize partisan activities.

## **5. Enforcement**

Violations of this policy may result in corrective or disciplinary action, consistent with the applicable College policies and procedures, including but not limited to the Student Code of Conduct, Employee Code of Conduct, or contractual agreements.