

# OFFICE OF INCLUSION AND INSTITUTIONAL EQUITY

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Administration Building, Suite 2210

Phone: 410-704-0203

Hours: Monday through Friday, 8:30 a.m. to 5 p.m.

## About

The Office of Inclusion and Institutional Equity (OIIE) strives to foster a culture of integrity that values shared responsibility as a critical element of an inclusive, equitable and diverse community. This vision is built upon the belief that a diverse and inclusive campus community enhances our institution and strengthens us all in immeasurable ways.

## Mission

Under the auspices of the President, OIIE affirms and supports TU's commitment to diversity, inclusion and equity. The office fosters a university climate that is grounded in respect, civility, and inclusion, enriches the educational experience of students, supports positive workplace environments, promotes excellence, and cultivates the intellectual and personal growth of the entire university community. In addition, we work to support the university's commitment to a learning and working environment free from sexual misconduct, discrimination, harassment, hate and bias.

## Goals

TU's goal to become a National Model for Diversity is one of the institutional priorities in the university strategic plan TU 2020: A Focused Vision for Towson University. In June 2014, the President's Cabinet adopted and approved five strategic diversity goals to take TU's diversity efforts to the next level. They are:

- Promote appreciation for and advancement of equity, diversity and inclusion at TU
- Enhance recruitment and retention of students from under-served and/or underrepresented populations
- Close achievement gap for first generation, low income and students from underrepresented groups
- Enhance recruitment and retention of faculty and staff members from under-served and/or underrepresented populations
- Support respectful and mutually beneficial community collaboration

## What We Do

### Accessibility

TU is an equal opportunity, affirmative action institution. TU does not discriminate on the basis of race, color, religion, age, national origin, sex, disability, veteran status, sexual orientation or gender identity in its programs and activities.

### Accessibility Support Services

Accessibility and Disability Service (ADS) is part of TU's commitment to promoting a diverse and inclusive campus that is welcoming to all. We collaborate with students, faculty and staff to ensure equal opportunity and create an accessible educational experience for students with disabilities.

## Center for Student Diversity

The Center for Student Diversity (CSD) was established to aid the institution in its efforts to foster inclusion, collaboration, and relationship building. It provides academic, social, and transition support for under-served students and promotes exchange and dialogue between individuals of diverse backgrounds and identities. Together, we support the access and academic success of historically underrepresented groups through programs and services that enhance the student experience.

## Diversity, Equity and Inclusion Resources

TU values diversity and fosters a climate that is grounded in respect and inclusion, enriches the educational experience of students, supports positive workplace environments, promotes excellence and cultivates the intellectual and personal growth of the entire university community.

## Hate and Bias Prevention Support and Education

TU is dedicated to creating a diverse space where all feel welcomed and to strengthening our efforts to fight hate and bigotry. We continue to develop our response and prevention efforts to best meet the needs of our diverse community. All reports and incidents of hate or bias are taken seriously with a focus on providing support to affected parties. We ask that all members of our community embrace the challenge of speaking up and seeking help in the face of hate and bias.

## Gender Discrimination and Title IX

TU endeavors to foster a climate free from sexual misconduct through training, education, prevention programs, and through policies and procedures that encourage prompt reporting, prohibit retaliation, and promote timely, fair and impartial investigation and resolution of sexual misconduct cases in a manner that eliminates the sexual misconduct, prevents its recurrence, and addresses its effects.

## Non-Discrimination

TU is an Affirmative Action and Equal Opportunity Employer. This policy prohibits discrimination on the grounds protected under Federal and Maryland law and Board of Regents policies. To the extent protected by law, university programs, activities and facilities are available to all without regard to race, color, sex, gender identity or expression, sexual orientation, age, national origin, disability, and religion.