

# North Carolina College Personnel Association – Non-Discrimination Policy

## Introduction

The North Carolina College Personnel Association (NCCPA) does not discriminate on the basis of race, color, national origin, religion, sex, age, veteran status, sexual orientation, gender identity, or disability in any of their policies, procedures, or practices. This non-discrimination policy covers membership and access to state programs and activities including but not limited to publications, workshops, and conferences.

The North Carolina College Personnel Association recognizes that equal access cannot be achieved until individuals are accepted in an environment free of prejudice and open to all, regardless of race, color, national origin, religion, sex, age, veteran status, sexual orientation, gender identity, or disability. NCCPA affirms the value of social justice within its own ranks and on the campuses of every higher education institution in the state. NCCPA is committed to on-going programs of education for members, which focus on the elimination of prejudices, stereotypes, and interpersonal behaviors that adversely affect these colleague-professionals.

## Representation

The NCCPA shall annually identify underrepresented groups, establish goals, and then actively encourage members of those groups to participate in NCCPA activities by:

1. Consistently communicating with NCCPA Committees and other groups who may specifically represent underrepresented populations.
2. Calling for all current NCCPA members to take personal responsibility for social justice.
3. Researching other state professional organizations who may be reaching underrepresented populations
4. Insuring the sensitivity of the editor of NCCPA newsletter to the communication of issues of social justice
5. Charging the NCCPA with maintaining underrepresented groups' demographic information.

## Leadership

NCCPA will actively recruit members of protected class groups to run for leadership positions and will make committee and project assignments consistent with social justice aims, thereby preparing members for leadership roles.

## Programming

The NCCPA shall:

1. Actively solicit program recommendations on topics related to social justice.
2. Seek co-sponsorship of programs with special-interest task forces, commissions, committees, and other local professional organizations.
3. Encourage the editor of the newsletter to actively seek contributions on topics pertinent to issues of social justice.

## Evaluation

In order to assess the progress of the non-discrimination policy of NCCPA, the Executive Committee shall report annually to the ACPA Director for State Division on the status of the progress made on identified social justice goals. The report shall also include recommendations for realignment of social justice goals for the upcoming year.