

# The Principles of our Equitable Community

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## THE PRINCIPLES OF OUR EQUITABLE COMMUNITY

Lehigh University is first and foremost an educational institution, committed to **developing the future leaders of our changing global society**. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

- We **affirm the inherent dignity** in all of us, and we maintain an inclusive and equitable community.
- We **recognize and celebrate** the richness contributed to our lives by our diverse community.
- We **promote mutual understanding** among the members of our community.
- We **confront and reject discrimination in all its forms**, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economics, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.
- We **affirm academic freedom** within our community and uphold our commitment to the highest standards of **respect, civility, courtesy, and sensitivity** toward every individual.
- We **recognize each person's right to think and speak** as dictated by personal belief and to **respectfully** disagree with or counter another's point of view.
- We **promote open expression of our individuality and our differences** within the bounds of **University policies**.
- We **acknowledge each person's obligation to the community** of which we have chosen to be a part.
- We take **pride** in building and maintaining a culture that is founded on these **principles of unity and respect**.

(Adopted 2011)

### Non-discrimination statement

Lehigh University upholds *The Principles of Our Equitable Community* and is committed to providing an educational, working, co-curricular, social, and living environment for all students, staff, faculty, trustees, contract workers, and visitors that is free from harassment and discrimination on the basis of age, color, disability, gender identity or expression, genetic information, marital or familial status, national or ethnic origin, race, religion, sex, sexual orientation, or veteran status.

Such harassment or discrimination is unacceptable behavior and will not be tolerated.

The University strongly encourages (and, depending upon the circumstances, may require) students, faculty, staff or visitors who experience or witness harassment or discrimination, or have information about harassment or discrimination in University programs or activities, to immediately report such conduct.