



# Holy Spirit University of Kaslik

## Justice, Diversity, Equity, and Inclusion Statement

### Reference to USEK Mission and Values

Since its founding in 1938, the Holy Spirit University of Kaslik has defined diversity and inclusion as part of its identity and mission, guided by the Catholic tradition whereby spiritual values and ethics as well as respect for cultural and religious pluralism are promoted.

In this context, USEK is committed to promote equal opportunity in access to education and employment by prohibiting discrimination on the basis of race, color, religion, gender, age, national origin, family status, marital status and physical or mental disability. This commitment extends to all rights privileges, programs and activities, including admissions, financial aid, educational programs, employment, compensation, promotion, employee/faculty benefit, and the access to University services or facilities.

This statement shall apply to members or non-members of the campus community, students, faculty, administrators and staff.

Any student, faculty member or staff member facing an act of discrimination or harassment should notify USEK administration as following:

- Students: Student Affairs Office
- Faculty and staff: Human Resources Office

All complaints are investigated with complete confidentiality, and disciplinary actions are taken if the claim is verified.

Retaliation against an individual for alleging harassment is a serious violation of this policy and will be treated as another possible instance of harassment or discrimination.

*Ref.: USEK Mission, The Bylaws of the Holy Spirit University of Kaslik (2015), Faculty Bylaws, Academic Rules and Student Life*