

University Policy 1.01.09

Inclusion and Belonging

Revised Policy Approval Date: February 28, 2025

Revised Policy Effective Date: February 28, 2025

Revised Procedure Approval Date: February 28, 2025

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POLICY STATEMENT

Capella University believes a vibrant learning community is vital to achieving its mission of extending access to higher education. Capella values human potential and commits to being an inclusive institution. Attracting, engaging, and supporting students, faculty, and staff from a wide variety of backgrounds and with varied experiences and perspectives strengthens the university. Capella strives to promote inclusion and belonging within and beyond its community through intentional actions and the transformative exchange of ideas.

RATIONALE

Capella University's inclusion and belonging policy enhances the university's mission, vision, and educational philosophy by fostering an inclusive environment that supports all adult students from various backgrounds. This policy underscores Capella's commitment to the success of its students, alumni, and broader communities that contribute to society as a whole.

DEFINITIONS

Accessibility

Accessibility is the intentional commitment to ensure the availability, independent usability, and inclusivity of all activities, services, technologies, and environments to acknowledge the complete range of abilities and needs of all individuals.

Belonging

Belonging intentionally cultivates an environment where all individuals, including students, alumni, faculty, and staff, feel accepted, valued, and integral to the community, fostering security, support, and connection to enable authentic interactions and enhance collective success and well-being.

Inclusion

Inclusion is an intentional and ongoing practice that fosters a sense of belonging, respect, and value for all individuals by actively welcoming individuals from all backgrounds, experiences, and perspectives; promoting opportunities; and ensuring the full participation, engagement, and empowerment of everyone.

PROCEDURES

I. Scope

- A. All students, faculty, and staff are responsible for upholding the institutional commitment to inclusion and belonging.
- B. The Capella University President and Human Resources support Capella University's Inclusion and Belonging policy.
- C. Accessibility is supported by the Accessibility Program and Disability Services Office. Capella is committed to providing an accessible, compliant, usable, and functional experience for all users. Users with disabilities who encounter accessibility issues may seek accommodation under university policy *4.02.01 Student Disability Accommodations*.
- D. Capella University's *Inclusion and Belonging* policy supports work within the university that will help improve internal practices and support inclusion and belonging goals to enhance outcomes for students, faculty, and professional and academic staff from all backgrounds. It does not support behavior contrary to the expectations of the university policies *1.01.01 Mission Statement and Education Philosophy* and *1.01.10 Academic Freedom*.
- E. Activities and behaviors that violate university policies, including but not limited to *4.02.02 Student Code of Conduct*; *4.02.03 Student Grievance*; and *4.02.04 Discrimination, Harassment, and Assault*, are subject to the standards and procedures provided.
- F. Faculty and staff are subject to Human Resources policies and standards.

POLICY OWNERS

Academic Owner: President

RELATED DOCUMENTS

University policy 1.01.01 Mission Statement and Educational Philosophy
University policy 1.01.02 University Governance
University policy 1.01.10 Academic Freedom
University policy 2.01.01 Admission
University policy 3.02.01 Program and Course Development
University policy 3.02.06 Academic Quality and Effectiveness
University policy 4.02.01 Student Disability Accommodations
University policy 4.02.02 Student Code of Conduct
University policy 4.02.03 Student Grievance
University policy 4.02.04 Discrimination, Harassment, and Assault
University policy 5.01.01 Selection of Faculty Members

REVISION HISTORY

Original Policy Approval Date: June 6, 2018

Revision Dates: 9-8-23; 2-28-25

Administrative edits as a result of ongoing review: 8-31-22; 4-1-25