

**POLICIES OF COLORADO STATE UNIVERSITY
IMPACT STATEMENT**



Policy Title: Inclusive Physical and Virtual Campus	Category: Administration Policy ID: 5-0135-002
<input checked="" type="checkbox"/> New Policy <input type="checkbox"/> Revision of Existing Policy	Date Submitted: April 12, 2016
Policy Proponent/Owner: Vice President for Diversity	Contact(s): Mary Ontiveros 970-491-7197

POLICY DESCRIPTION AND BASIS

Colorado State University places a high value on creating an accessible and inclusive campus for everyone in our community. Currently, barriers exist that can prevent some people from fully accessing and enjoying the benefits of our facilities, activities, and information in the same way that others do. A policy is needed to guide the campus to remove current barriers to foster and sustain an inclusive environment for all. Specifically, the policy would:

- Expressly communicate that Colorado State University is dedicated to developing and enhancing a campus that is physically and virtually accessible and reflects our commitment to excellence and inclusion of all members of our community.
- Promote inclusivity for those with diverse identities and issues that are reflected in our populations such as varying disabilities (visible as well as invisible), religious expressions, gender identity and expression, etc.
- Help create an environment in which we support, nurture and encourage people to excel in the activities they are involved with as a member of our community. These include teaching, learning, living, commuting, working, and being engaged in discovery. The policy would reflect our understanding that people can excel at these tasks when

we create physical and virtual spaces that acknowledge and meet people “where they are.”

- Include a definition of accessibility that goes beyond ADA compliance with an understanding that accessibility means providing services, facilities and information that can be used by a wide range of people.
- Provide that construction standards will be required to implement and promote this policy statement, and acknowledge the creation and the role of the “Inclusivity Review Committee” that reviews projects and standards to help ensure that new construction and renovations are inclusive.
- Initiate changes to existing facilities as appropriate that are reflective of this policy. Examples include retrofitting signage on all existing single stall restrooms, providing break rooms, lactation rooms, meditation rooms, and retrofitting showers for commuters.
- Ensure that all construction Requests for Proposal reference this policy with an expectation that it will be honored and considered a building requirement.
- Support the policy on accessibility of electronic information and also address other needs of community members in virtual spaces.

REQUIRED RESOURCES

It is not anticipated that any new or increased full-time employees (FTE) would be needed to implement and maintain this policy. However, there are costs associated with meeting the needs of the campus community, such as new signage. All costs associated with creating an inclusive building in new construction will be included in the cost of the building. In some circumstances, campus business units may agree to make changes within their areas apart from any new construction or remodel projects. It is anticipated that ongoing funding requests will be necessary to retrofit existing buildings to meet this policy.

ANTICIPATED IMPACTS

If this policy is adopted, positive impacts will be felt by the entire campus community, including faculty, staff, students, and members of the public. It is not expected that any person will be negatively impacted as a result of this policy.

POLICY DEVELOPMENT

Policy development will be supported by representatives from the Committee on Creating an Inclusive Physical and Virtual Campus, in conjunction with Facilities Management and the University Web Committee’s Subcommittee on Web Accessibility.

STAKEHOLDER INPUT

Stakeholder input will be solicited from the University Web Committee and its Subcommittee on Web Accessibility, campus employee councils, college/division Business Officers, Deans, Department Heads and Directors, Student Groups, Student Diversity Centers and Resource Centers, Office of Equal Opportunity, and any other groups or individuals identified during the policy development process.

ADMINISTRATIVE/MANAGEMENT/ASSESSMENT

The policy will be administered on an ongoing basis by the Inclusivity Review Committee as well as the Committee on Creating an Inclusive Physical and Virtual Campus.

PROCEDURES, GUIDELINES AND FORMS

It is anticipated that construction standards other guidelines that may also be appropriate will be developed in order to effectuate this policy. Other guidelines may also be appropriate in assisting the campus community to adopt and offer inclusive language, tools, facilities, procedures, and services.

INTERNAL CONTROLS

The Inclusivity Review Committee will monitor the implementation of the policy and the changes that come about as a result, and report back to the Committee on Creating an Inclusive Physical and Virtual Campus working in collaboration with the University Web Committee's Subcommittee on Web Accessibility on progress, opportunities and challenges.

REVIEW AND APPROVAL BY THE PRESIDENT'S CABINET:

- APPROVED TO PROCEED TO POLICY DEVELOPMENT
- NOT APPROVED
- MORE INFORMATION NEEDED:

By: Original signature on file

Lynn Johnson
Vice President for University Operations

Date: /signed/ by Lynn Johnson, April 18, 2016

POLICY IMPACT STATEMENT
INCLUSIVE PHYSICAL AND VIRTUAL CAMPUS