



Policy

Policy Title: Culture of Professionalism and Inclusion **Number:** A4000
Policy Type: Administrative
Responsible: CHRO; ED, Human Resources
Related Policies: B3001, B3003, B3004, A1200, A4100, A4200, A4300, A4400, A4500, A4600
Linked Operating Standards: A4000.00, A4000.05, A4000.10, [A4000.15](#), [A4000.20](#),
[A4000.25](#)
Related Laws: Title VI, Title VII
Related External Standards: none
HLC Criterion: 1C, 2A, 5B

Policy Statement

Shawnee Community College believes a culture of professionalism and inclusion is fundamental to nurturing a respectful and supportive environment for all community members. The College is dedicated to ensuring everyone is respected, valued, and empowered to make meaningful contributions that cultivate a healthy and collective workplace.

To encourage a culture of professionalism and inclusion, the College will:

1. Establish clear standards of behavior and expectations that prioritize respect, integrity, and accountability in all interactions.
2. Encourage open communication, creating an environment where feedback is welcomed and everyone feels empowered to engage.
3. Foster sensitivity to, appreciation, and acceptance of diverse perspectives.
4. Promote critical self-awareness of one's cultural viewpoints.
5. Strengthen cultural competencies to advance a shared vision that values individuality and diversity.

To that end, the College's CHRO will collaborate with the Senior Leadership Team to develop, implement, and continuously improve systems, processes, and practices that ensure our learning and work environments provide a solid foundation for students, employees, and the community to thrive while complying with all legal and regulatory requirements.

Change Log		Governance Unit: DEIB Council
Date	Description of Change	
10.24.24	Initial Adoption	