

**RESOLUTION OF THE BOARD OF VISITORS FOR THE COLLEGE OF WILLIAM & MARY ON MERIT-BASED EXCELLENCE, STUDENT OPPORTUNITY AND FREEDOM FROM DISCRIMINATION**

WHEREAS, William & Mary seeks to provide all applicants, students, and employees with the opportunity to learn, grow, and succeed according to the highest standard of excellence and integrity which is crucial to the success of our mission of teaching, learning, and research. And those provisions are key to advancing the common goods of public higher education: an informed citizenship, economic vitality, a commitment to truth, the growth of knowledge in the marketplace of ideas, the pursuit of justice, and wise governance; and

WHEREAS, William & Mary highly values the full scope of scientific and scholarly experience, thought, talent, and expertise, and cultivates an environment of belonging, seeking to ensure access and opportunity for all who come here; and

WHEREAS, William & Mary admits students, hires faculty and staff, and acts otherwise based on merit; and

WHEREAS, the Code of Virginia § 23.1-1002, specifies that the mission of public universities is to ensure “access to higher education for all citizens throughout the Commonwealth”; and

WHEREAS, William & Mary in furtherance of these missions has an abiding commitment to providing every student an education that is free of discrimination and every employee a workplace that is similarly free; and

WHEREAS, the Board of Visitors and Administration are accountable for ensuring that William & Mary continually strives to be a campus free of discrimination of all kinds, in full compliance with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other state and federal laws; and

WHEREAS, upholding the rule of law and abiding by the Constitutions of the United States and Virginia are matters of obligation and deeply rooted loyalty that the Alma Mater of the Nation is dedicated to safeguarding; and

WHEREAS, since 1949, the William & Mary Student Handbook has advanced the concept that “who comes here, belongs here”; and

WHEREAS, consistent with that longstanding William & Mary tradition, the Board of Visitors adopted a Mission, Vision, and Values statement that places seven values at the center of all we do – *Belonging, Curiosity, Excellence, Flourishing, Integrity, Respect, and Service* – and that statement was subsequently approved by the State Council for Higher Education in Virginia.

THEREFORE, BE IT RESOLVED that the Board affirms William & Mary’s values-based and merit-based approach to advancing the success of *all* students before and after the attainment of their degrees; and

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BE IT RESOLVED that William & Mary will endeavor to

1. Ensure that all programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life; and
2. Ensure there are no efforts to circumvent prohibitions on discriminatory practices by relying on proxies or other indirect means; and
3. Ensure that no third-party contractors, clearinghouses or aggregators are being used to circumvent prohibitions on discriminatory practices; and

BE IT ALSO RESOLVED that the president of William & Mary and her Cabinet continue to exercise their systematic and ongoing vigilance that all the above be executed faithfully, to the best of their abilities; and

BE IT FINALLY RESOLVED that the president shall continue to review guidance from the U.S. Department of Education, the U.S. Attorney General, the Virginia Attorney General, and other relevant federal and state agencies, and ensure full compliance with applicable laws. The president shall report to the Executive Committee at its next meeting on these matters.

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