

1 **Inclusive Language**

2 Effective: Moved to Policy Library from UPM 3.1(6)
3 Reviewed and Updated: February 26, 2018
4 Contact: [Office of Equal Opportunity \(OEO\)](#)

5 **Introduction**

6 Iowa State University encourages the use of language and illustrations that create an environment of
7 respect for human diversity, individual rights, and the equal dignity and worth of all human beings. It
8 also discourages the use of language and illustrations that reinforce demeaning attitudes,
9 assumptions, and stereotypes or overlook certain populations.

10 **Policy Statement**

11 All university publications and communication, whether oral or written, shall use inclusive language
12 and illustrations. Inclusive language refers to language that makes every attempt to include
13 comprehensively all groups in the community. Whenever possible, selection of academic materials
14 will also reflect efforts to uphold this university policy.

15 Compliance with this policy shall be the responsibility of all faculty and staff. The offices of diversity
16 and inclusion, equal opportunity, multicultural student affairs, dean of students, senior vice president
17 and provost, and the president, and the Margaret Sloss women's center shall address concerns and
18 supply guidance as requested and appropriate.

19 **Resources**

20 **Links**

- 21 • [Discrimination and Harassment policy](#)
- 22 • [Faculty Handbook 8.4.2. Inclusive Language](#)

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