VIRGINIA MILITARY INSTITUTE Lexington, Virginia

GENERAL ORDER) NUMBER 13)

22 June 2011

Superintendent's Statement on Equity at VMI

Throughout its service to the nation, the Virginia Military Institute has sustained a noteworthy record of producing graduates who become leaders in the armed forces, public service, business, the professions and many other venues. I believe that the quality of the graduate of the Institute derives in no small measure from the historical culture of VMI that places all new cadets on the same level in the "rat line" and as they live together through four years in the closest of environments within the Corps of Cadets. This regimen develops their individual and collective talents as a class as they learn and grow through the various programs of the Institute.

As Superintendent of the Virginia Military Institute, I expect us to maintain a culture of civility and mutual respect. Therefore, as a matter of routine the use of inappropriate language and offensive behavior-- by anyone on Post-- is unacceptable. The daily activities in the administration, the faculty and the Corps shall be conducted in a manner that meets the highest standards for the equitable treatment of every individual. In pursuit of this goal, any question of impermissible discrimination based on gender, race, national origin or religion will be addressed with impartial process, efficiency and energy. A civil environment in the Corps, where every cadet should expect to bear the same burdens, meet the same expectations and enjoy the same benefits, depends upon each one of us. For instance, each one of us, in any position of authority--from coaches to cadre, from professors to the Commandant's staff--is responsible for application and enforcement of all VMI policies and regulations in a neutral, even-handed manner.

Reports of impermissible discrimination at VMI may come to me through formally designated offices, from reporting contacts among cadets, faculty, staff and employees, through the administrative chain of command, to our Inspector General, or directly. I urge you to utilize the "chains of command" to report issues related to impermissible discrimination whenever possible; however, I am available at any time to discuss and address these issues directly through appointments made with my administrative assistant. All reports of conduct in violation of the letter – or the spirit – of this Order, shall be reviewed and addressed in an impartial, thorough and efficient manner, and there shall not be any reprisal for any such report.

It is my hope and expectation that the environment of civility and mutual respect that is a necessary foundation for our success will be advanced by the direction, VMI organizational structure, procedures, and policies embodied in the following program elements: Superintendent's Open Door policy; The Institute's Equity Committee; Sexual Assault and Harassment policies; the Equity Training program, and the Inspector General's office with contact individuals located throughout the VMI organization.

J.H. Binford Peay, III General, U.S. Army (Retired) Superintendent

DIST: E. Cadets