

Inclusive Language Policy

NACAS is the largest auxiliary services support organization serving higher education. Our membership includes colleges and universities throughout the United States, Canada, United Kingdom, Ireland, and Australia. Our mission is to provide professional development and leadership opportunities necessary for our members to be successful as they support higher education through auxiliary/campus services in an ever-changing environment.

The Association is committed to creating and maintaining a sense of community and inclusion for all its constituents. NACAS values diversity, including that of gender, race/ethnicity, country of origin, sexual orientation, gender identity/expression, class, religion, age, and differing ability.

In keeping with this value and to promote an appreciation for diversity, all written, oral and visual communications, e.g., presentations, audiotapes, videotapes, publications, written correspondence, documents and reports, graphic illustrations and photography, shall include non- stereotypical images, terms, or expressions. Preparation of communications shall avoid gender- specific terms (e.g., not mankind but humanity) or titles (e.g., not chairman but chairperson). Characterizing an individual by age, race/ethnicity, gender, country of origin, physical ability, race, religion, sexual orientation shall be avoided unless specifically relevant to the topic. Use of visual images shall represent a balance of diversity and reflect individuals in a non-stereotypical manner. Accordingly, all who are involved in the Association as volunteers, employees or guests of the organization, shall use modes of communication reflective of this commitment.

Annual Conference Language Statement

In keeping with the spirit and letter of the NACAS Inclusive Language Policy, we ask that all presenters at the annual and regional conferences be mindful that our audiences include people from all types of campuses, educational institutions, and corporate business partners—all from throughout the United States and the international community. Every effort is expected of presenters and speakers to include appropriate language, material, and examples for the Association’s target audience and membership.