



ROLLINS COLLEGE STATEMENT OF PRINCIPLES

Thriving Together Philosophy and Principles	Type	Key Institutional
No: KI 1015	Approval Date: 7-3-2025	
Responsible Office: President's Office	Reviewed/Approved By: Core Leadership Team, 6-17-2025; College Policy Committee, 7-1-2025; President's Cabinet, 7-3-2025; Approved By: President, 7-3-2025	
Next Review: 2029-2030	Revision No: 1; See Section VI for revisioning history.	

I. Rationale and Philosophy

In support of the College's mission to provide a liberal arts education for global citizenship and responsible leadership, Rollins is committed to nurturing a community where the free exchange of ideas and of diverse perspectives is not only welcomed but embraced. At Rollins College, we believe a thriving community is one where all individuals have the opportunity and resources to achieve, grow, gain knowledge, and flourish. A community where learning from one another enriches our collective understanding and deepens our sense of connection. In such a community, we are committed to fostering an environment of respect and fairness, ensuring that each person feels valued and empowered.

At its core, a thriving community builds the capacities of its members, equipping them with the knowledge, skills, and perspectives needed to navigate an increasingly complex world. It prepares them to be engaged global citizens and responsible leaders ready to contribute, innovate, and create positive change. Together, we cultivate a shared responsibility for growth, development, and the well-being of all, strengthening the foundation for a fair and sustainable future. In such a welcoming environment, all individuals are more likely to achieve their creative and intellectual potential. At the same time, the College's mission calls for a Rollins community that actively supports and encourages inclusivity, empathy, and mutual respect, fostering open exchange of ideas that honor the perspectives of all members.

According to the College's Non-Discrimination Policy, Rollins does not discriminate "on the basis of sex, disability, race, age, religion, color, national or ethnic origin, ancestry, marital status, veteran status, sexual orientation, gender identity, gender expression, genetic information, physical characteristics, or any other category protected by federal, state, or local law, in its educational programs, admissions policies, financial aid, employment, or other school-administered programs."

To develop into global citizens and responsible leaders, students learn to respect and appreciate individuals with diverse cultural, political, social, religious, economic, and personal identities and backgrounds. They are open to new perspectives that challenge their world views and their ways of knowing and of doing. They cultivate the art of civil discourse and respectful disagreement.

To become productive workers in a global economy, Rollins students cultivate a critical consciousness in relation to their own locations in the "global village" and learn to respectfully collaborate with people from a multitude of countries, cultures, regions, backgrounds, and worldviews. They are open to change based upon what they discover through their cross-cultural exchanges and their experiences collaborating and problem solving with students, faculty, and staff from diverse backgrounds.

To live meaningful lives, Rollins students develop and expand their abilities to appreciate multiple perspectives and possibilities as the foundation for embracing a range of enriching life and work opportunities and fulfilling their potential.

Students best develop these skills and habits of mind by seeing them modeled on a campus that encourages the civil exchange of ideas and the respectful, just treatment of all members of the community, whether faculty, staff, or students. From a stance of humility, students benefit from exposure to multiple ways of knowing and being that reach beyond the confines of campus to include engagement with the local and global community.

II. Principles

A diverse and inclusive Rollins College community:

1. starts with the recruitment, retention, and support of a diverse group of faculty, staff, and students, and strives to ensure that all members of the community thrive, feel respected, and have voice;
2. aims to create a collaborative environment that promotes the robust exchange of ideas and the ability to respect disagreement;
3. seeks to foster a campus environment that feels secure, welcoming, and accessible for the entire community and, thus, promotes a sense of belonging;
4. supports individuals with diverse perspectives, socio-economic classes, and life experiences, and individuals with multiple and intersecting identities;
5. understands that diverse environments may be challenging because they invite, and even compel, individuals to move beyond what is familiar to them; and
6. requires a commitment to public engagement in the larger community and world that aligns with the institutional mission.

III. Procedure or Application

Not Applicable.

IV. Related Policies

College Policy 030.00 *Nondiscrimination Policy Statement*

V. Appendices/Supplemental Materials

Not Applicable.

VI. Effective Date

This policy is effective ***upon approval*** and supersedes all previously issued versions.

VII. Rationale for Revision

Rev. 1, 7-3-2025: Fifth-year review and alignment to *Thriving Together* initiative.