

**2025 CERTIFICATION & REPORT**  
**EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA**  
August 25, 2025

Peter Hans, President  
University of North Carolina System  
223 S. West St., Ste. 1800  
Raleigh, NC 27603

Dear President Hans:

The University of North Carolina Board of Governors adopted Section 300.8.5 of the UNC Policy Manual, *Equality Within the University of North Carolina*, on May 23, 2024, to reaffirm the University's longstanding commitment to equality.

As such, the chancellor and director of student affairs (or equivalent officer) of each constituent institution must certify and report annually on his or her constituent institution's initial and continued compliance with Section 300.8.5<sup>1</sup>.

As such, I certify the following on behalf of my constituent institution:

- I. I certify that **UNC Asheville**, fully complies with the University's commitment to institutional neutrality and nondiscrimination required by law and Section 300.8.5 of the UNC Policy Manual.
- II. My institution continues to act consistently with the actions described in our 2024 Annual Certification & Report and the certifications contained there remain true, noting the following additional or modified actions, including additional savings reallocated towards student success, if any:

*No additional organizational, personnel, or budget actions or reallocations. UNC Asheville conducted website content and curricular revisions to align with neutrality and academic*

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<sup>1</sup> The Equality Policy requires annual certification as to compliance and initially expected reports of savings derived from achieving compliance. It is likely that any savings achieved would have occurred in the first year and that succeeding annual certifications will identify fewer additional savings in succeeding years (because non-compliant programs, employment divisions, and employment positions should be addressed completely in the first year and remain addressed). However, in instances where campuses have determined—following the initial certification—that additional programs need to be brought into compliance with the Equality Policy, reallocated savings should be reported in the subsequent certification.

*freedom standards (e.g., elimination of Diversity Intensive course requirement, removal of outdated terminology from catalogs and websites)*

III. To achieve further compliance, my institution has taken the following additional concrete actions towards compliance with the Equality Policy since the last Annual Certification & Report:

*Since the last report, UNC Asheville has taken the following additional steps: Each division conducted structured internal reviews, including policy training and review of divisional functions and programming. UNC Asheville dissolved the Center for Diversity Education and submitted a waiver report to the BOG regarding degree requirements with DEI content. Leadership emphasized neutrality and nondiscrimination through town halls, compliance briefings, and academic affairs discussion forums.*


IV. To further monitor and assess our compliance, my institution's Board of Trustees established the subcommittee identified below and held meetings on the following dates and locations to discuss our institution's Equality Policy compliance:

*The UNC Asheville Board of Trustees' Equality Policy Compliance committee is composed of the board's Executive and Governance Committee membership: Roger Aiken, Peter Heckman, Kelly Davis, Stephen DeMay, and Andrew Heath.*

*The committee convened on Friday August 22, 2025 to review Equality Policy requirements and receive open and closed session briefings on UNC Asheville's compliance activity related to the 2024 and 2025 compliance certifications*

## UNC ASHEVILLE

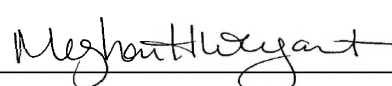
Title: Chancellor

By: 

Name: Kimberly van Noort

Date: August 29, 2025

Title: Director of Student Affairs

By: 

Name: Meghan Harte Weyant

Date: August 27, 2025