

Association of Intermountain Housing Officers, Inc.
Vision for Inclusion and Statement of Non-Discrimination

The Association of Intermountain Housing Officers (AIMHO) benefits from the extraordinary diversity of member institutions that make up the organization which include public and private institutions, Hispanic serving institutions, native american serving institutions, tribal colleges, community and liberal arts colleges, land-grant, research, and doctoral granting universities. The missions and visions of each institution of higher education within AIMHO are as different as the geography that forms the boundaries of our region.

The diversity of our individual members is a positive reflection of the differences displayed in our member institutions. All are welcome. The Association has enjoyed a tradition of being enriched by the involvement and inclusion of individuals with different origins, experiences, traditions, orientations, appearances, preferences, abilities, identities and beliefs. The Association values the different perspectives each person brings to our collective pursuit of “[advancing] best practices in the stewardship of college and university residential communities.”

AIMHO is committed to providing a community in which each member is treated with dignity and mutual respect, and is free from discrimination or harassment of any individual on the basis of ethnicity/race, ancestry¹, belief, religion/spirituality, age, gender, gender identity²/gender expression³, veteran status, genetic information⁴, sex, mental or physical ability, sexual/affectional orientation⁵, human circumstance⁶, nationality⁷, place of origin⁸, marital status, familial status⁹, socio-economic status, height or weight.

In the spirit of fostering a supportive network for individual members AIMHO encourages diversity within its organization, programs and services. AIMHO feels this allows for the ability to support campuses in creating positive, educational and supportive environments for the increasingly diverse student populations we collectively serve.

¹ the people who were in your family in past times

² the gender that a person sees themselves as

³ an expression of one’s own gender identity. This can include, but is not limited to personality traits, behaviors, appearance, mannerisms, interests, hobbies and values

⁴ information about an individual’s genetic tests and the genetic tests of an individual’s family members, as well as information about any disease, disorder, or condition of an individual’s family members (i.e. an individual’s family medical history).

⁵ the deep-seated direction of one’s emotional, intellectual and social affinity

⁶ human created or natural event or circumstance including, but not limited to: fire, explosion, flood, severe weather, landslides or mud slides, drought, earthquake, volcanic activity, tsunamis or other oceanic phenomena, spills or releases of oil or hazardous material, contamination, utility or transportation emergencies, disease, blight, infestation, civil disturbance, riot, sabotage, acts of terrorism and war

⁷ the status of belonging to a particular nation by origin, birth, or naturalization

⁸ birthplace

⁹ a protected class of people who live in a household with one or more persons under the age of 18 years and are the parent, legal guardian, or custodial adult for the minor. The concept includes pregnant women and people attempting to gain custody of a minor