

## Residential Life Diversity Expectations

Our mission as a department includes a goal of developing community in the residence halls. That community should be one where all members feel comfortable and where we can develop a positive relationship with residents. In order to reach this goal in the area of diversity, it is important that staff members are aware of the unique situation we are in to impact educational efforts in diversity.

The following expectations apply to all of us who work in the department. Be open to discussing these expectations with your supervisor should she or he express a concern, or if you have a concern about them. The "inappropriate actions/behaviors" described by these expectations include reference to race, color, religion, gender, sexual orientation, national origin, disability or handicap which may cause a state of physical or mental distress for a resident or a group of residents; maligns a resident or group of residents (e.g., expressing "evil" with malicious or hurtful intent); is a slur against a resident or group of residents; demonstrates authority unjustly over a resident or group of residents; causes a resident or group of residents to feel unwelcome in the community; otherwise exerts intolerance.

- Support one another's efforts in confronting inappropriate behaviors and educating about diversity.
- Undertake equal outreach to all community members (even those different than you).
- Staff will not initiate inappropriate behaviors or actions (tell a racial joke, etc.).
- Professional staff will accept responsibility for educating other staff members about diversity and will continue to offer and require training about diversity, and to provide training and support to those ready to confront inappropriate behaviors.
- Be sensitive to what you hang or display in your room, apartment, or office.
- When you encounter inappropriate behavior, do not participate (e.g., do not encourage more, do not laugh). Make your supervisor aware of what has happened.
- Report acts of bias-related graffiti or vandalism immediately to Public Safety and your supervisor or the RD on duty.
- Own your own thoughts and behaviors related to these issues and move toward self-understanding, acceptance, and change.
- Programming: strive for inclusive programming and inclusive publicity.
- Use a consistent standard when making decisions regarding disciplinary confrontations (i.e. confronting noise level, not the kind of music being played, confront behaviors consistently, do not react differently based on race, religion, gender, etc.).

## Alcohol Expectations

All Residential Life staff members are involved in educating students about alcohol. This includes communicating about appropriate attitudes and behaviors concerning alcohol use. Role modeling and follow through in daily activities is imperative. The department has established the following expectations related to alcohol use that are primary to being a good role model:

- RAs under the age of 21 are prohibited from possessing or consuming alcohol on campus.
- Do not engage in alcohol-related activities that are in violation of College policy or state law.
- Do not serve alcohol to any student under 21 years of age. Staff members who are 21 years of age or older who choose to serve alcohol to students 21 years of age or older must model and require the responsible use of alcohol.
- Do not encourage, through personal planning, events involving residents where alcohol is the primary focus or motivation to attend.
- Do not condone, by your presence, on-campus events where underage residents are consuming alcohol.
- Do not sponsor programs off-campus where alcohol is served.
- Do not exhibit intoxicated behavior (slurred speech, stumbling, vomiting, etc.) in the residence halls.
- RAs are expected to confront, document and educate residents about the risks and possible consequences of drinking on campus.
- Suggest alternatives to alcohol related events.
- Be aware of the attitudes you show through your own speech and behavior.
- Do not emphasize the use of alcohol.
- Be aware of your own relationship to alcohol, and if you need help, seek someone out.

Staff should refer to the Residential Life Staff manual and/or Programming manual for more information and suggestions on alcohol-free programs. Consultation with supervisors is also recommended as staff implement these expectations within their areas of responsibility.