



SOUND ADVICE

You can use the following recommendations to help prevent discriminatory behavior in the Ithaca College community:

- Intervene to let others know that you will not tolerate ethnic, racial, religious, or homophobic jokes or slurs, or any other action that demeans any person or group.
- Celebrate your own cultural and religious heritage.
- Educate yourself about the rich cultural diversity in our community.
- Be a model of language and behavior that is nonbiased and inclusive of all persons.
- Participate in culturally diverse programs offered on campus.
- Be proactive in your home, at work, and in your community to combat all discriminatory behavior.
- Have open discussions on controversial matters as they relate to the various forms of bigotry, prejudice, and discrimination that exist in society.
- Join clubs or organizations to become better informed and to help reduce discriminatory behavior.
- Be courteous and respectful of others, even when expressing disagreement. Good manners are important in facilitating a productive dialogue.

**ELIMINATE BIAS
CREATE A
COMMUNITY
OF RESPECT**

ITHACA

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Bias-Related Incidents

PRESIDENT'S STATEMENT

Ithaca College is a diverse community committed to learning and an open exchange of ideas. We recognize that mutual respect, civility, and trust are crucial both to democratic citizenship and academic inquiry. Unfortunately, incidents of bias and hate can and have occurred on our campus over the last few years. These actions, motivated by bigotry, ignorance, insensitivity, and fear, have no place in our educational community and will not be tolerated.

Education is the most effective means for preventing these incidents and for helping to change attitudes that underlie such behavior. Many faculty, staff, and students commit themselves each year to raising the awareness of community members about diversity issues. However, when an incident of bias or hate occurs, we want to hear about it so that we have the best chance possible to respond to the situation.

Should you encounter an act of bigotry or hate on our campus, or in our community, it is important to know how to respond. Please review the information in this pamphlet and share it with your colleagues and friends so that we can help prevent incidents of bias and hate from occurring on our campus, and address them if they do occur. Every one of us is responsible for creating a learning community that encourages positive engagement with difference.

Sincerely,



Thomas R. Rochon
President

ITHACA COLLEGE'S NONDISCRIMINATION STATEMENT

The Ithaca College nondiscrimination statement says that “discrimination on the grounds of age, disability, marital status, national origin, race, color, religion, sex, sexual orientation, gender identity or expression, or military status will not exist in any activity, area, or operation of the College.”

PUBLIC SETTING

Expressing a controversial or offensive idea or opinion in a public setting (such as in a classroom, panel discussion, public program or event, advertisement, or at the “free speech rock”), where the statement is not directed at an individual or group, is not considered a “bias-related incident.” Only actions that violate the Ithaca College Student Conduct Code (e.g., harassment, vandalism, or assault) are referred for judicial action.

For information related to student clubs and organizations that have a diversity focus, call the Center for Student Leadership and Involvement, 274-3222.

HOW TO REPORT AN INCIDENT

If you are ever a victim of a bias-related incident or become aware of an incident, call the Office of Public Safety at 274-3333 immediately. If the incident occurs in a residence hall, you should also report it to your resident assistant (RA) or residence director (RD). The College takes such incidents very seriously and will investigate them thoroughly. Responding in a timely manner to a bias-related incident will increase the chances that the investigation will be successful and that the College can hold the person(s) accountable for their actions.

It is also important to note that Ithaca College makes the community aware of all incidents—including bias-related incidents—that are reported to the Office of Public Safety. The public safety reports are posted at www.ithaca.edu/news.

We are all responsible for creating a positive and welcoming environment for learning at Ithaca College. Please do your part. We encourage you to contact any of the following offices to discuss or consult about an incident.

Equal Opportunity Compliance	274-3909
Counseling and Wellness Center	274-3136
LGBT Resource Center	274-7394
Multicultural Affairs	274-1692
Public Safety	274-3333
Residential Life	274-3141
Student Affairs and Campus Life	274-3374