

4. RESPONSE AND ACCOUNTABILITY FOR TOXIC LEARNING ENVIRONMENTS

IN ORDER TO MAINTAIN A SAFE, NURTURING ENVIRONMENT FOR ALL OF OUR STUDENTS, INDIVIDUALS FOUND IN VIOLATION OF THE ABOVE TRAINING AND COMMUNITY VALUES ARE TO BE HELD RESPONSIBLE AND FACE CONSEQUENCES. IN ORDER TO UPLIFT AND SUPPORT THE VOICES OF OUR STUDENTS, REPORTS OF DISCRIMINATORY MISCONDUCT ARE NOT TO BE DISMISSED, AND INSTEAD ARE TO RESULT IN THOROUGH INVESTIGATIONS WITH CONTINUOUS COMMUNITY TRANSPARENCY. THE GOAL OF THESE MEASURE IS NOT TO BE OVERLY PUNITIVE, BUT RATHER TO ENCOURAGE A COMMUNITY ENVIRONMENT IN WHICH MEMBERS STAND UP FOR ONE ANOTHER IN ADDITION TO ENSUREING CONTINUOUS LEARNING ON TOPICS OF DISCRIMINATION. .

1. OUTLINE A SET OF DISCIPLINARY CONSEQUENCES FOR INDIVIDUALS FOUND IN VIOLATION OF THE NEW INCLUSIVE COMMUNITY STANDARDS

A. Repeated violations could lead to removal from the program for any faculty, staff, or student.

B. Complaints about dsicrimination, whether they be through end of year surveys or another means of reporting, are to be taken seriously by administration and followed up with a thorough, transparent investigation.

C. At a minimum, individuals found to have committed acts of discrimination are to issue a written appology to the affected party.