

# Resolution on Policies and Practices Related to Creating a Safe, Inclusive Campus Environment

## **OVERVIEW:**

This proposal has its origins in multiple and extensive Faculty Senate discussions about the Office of Civil Rights report and MSU's subsequent response. Given recent articulations of codes of behavior for faculty and advising staff, these resolutions aim to address the need for such standards for higher level administrators as well. In face of the past failure of the administration to recognize and act effectively to address egregious transgressive behavior within their ranks, we also see the need to surface and state the values we share and adhere and to establish policies and practices that will hold administrators accountable. As a body, the Faculty Senate supports the following changes to practice, policy, training, and review procedures that may help to prevent such failures in the future.

## **VALUES:**

- Faculty Senators affirm the need to own and learn from our history: a history of secrecy and lack of transparency; of silencing, ignoring, or retaliating against those who spoke up; a purposeful amnesia that has contributed to the erasure of recent history; and a subsequent attempt to identify the problem as being that people are uncivil or too loud.
- Faculty Senators affirm the need to listen to all voices in the community, especially those of students and those with less power.
- Faculty Senators affirm that money or the university's reputation should never be placed above the individual safety and well-being of its members.
- Faculty Senators support transparency and accountability at all levels of the university.
- Faculty Senators support acknowledging and addressing behaviors that may not reach the level of 'punishable' according to the bylaws, but nonetheless create an unsafe, unwelcoming, or hostile environment for others.

## **POLICY and PRACTICES**

- That faculty, staff, and administrators commit to speaking up when they have concerns about individual forms of wrongdoing (any form of sexual harassment or abuse)
- That reporting mechanisms be more accessible, transparent, and safe for all university members (i.e., feature reporting mechanism for students on STU-info, digital drop-boxes, etc.).
- That such reporting not be limited to grievable transgressions, but include microaggressions behaviors that create a welcoming environments, and that such environments be defined by their impact on individuals, not just the intention of the perpetrator

- That the university establishes a policy of protecting whistle-blowers and preserving confidentiality, whenever possible - that any individual coming forward is protected from retaliation, including OIE staff.
- That, rather than reporting only to the President of the University, OIE report to a broader audience, such as Faculty Senate or a sub-committee of the Faculty Senate (DEI Committee), according to the model of the UCC reports.
- That regular policy be established regarding crisis communication and the importance of rapid and transparent responses.
- That OIE staff report out yearly at a Faculty Senate meeting that allows for ample Q&A.