

I. 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, create digital drop-boxes, etc.; processes, procedures and timelines for reporting and follow-up should be clearly defined for students, faculty/staff, and mandatory reporters).
- That such reporting not be limited to grievable transgressions, but include microaggressions and behaviors that create unwelcoming environments, and that such environments be defined by their impact on individuals, not just by the intention of the perpetrator.
- That the university establish a policy and viable practices for protecting whistle-blowers and preserving confidentiality, whenever possible - that any individual coming forward is protected from retaliation, including OCR staff.

- That regular policy be established regarding crisis communication and the importance of rapid and transparent responses.
- That OCR staff share an overview of data, as well as an overview of current and anticipated practices and developments, at, minimally, one Faculty Senate meeting per year, with ample time for discussion.
- That OCR and Faculty Senate become collaborative partners in developing a process and infrastructure to facilitate responses to microaggressions and other actions and interactions that do not reach the threshold of legal definitions of harassment. Such processes and infrastructure should be based on transformative justice practices.