

GUIDELINES FOR CAMPUS POLICIES AGAINST RACISM

POLICY

A. INTRODUCTION

1. Massachusetts College of Liberal Arts prohibits all forms of racism or cultural intolerance. This policy proscribes all conditions and all actions or omissions, including all acts of verbal harassment or abuse, which deny or have the effect of denying to anyone his/her rights to equity, dignity, and security on the basis of his/her race or color. This policy reaffirms the doctrine of civility, appreciation for cultural/racial pluralism and the pre-eminence of individual human dignity as preconditions to the achievement of an academic community which recognizes and utilizes the resources of all persons. This policy seeks to protect the rights of all members of the College community (faculty, librarians, administrators, staff and students) and other persons having dealings with the institution, to be treated with respect and dignity.
2. Copies of this policy will be distributed to each office and department through "Massachusetts College of Liberal Arts Policies and Procedures Manual." Portions of this policy will also be printed in the Student Handbook and Guide to Residential Living as well as made available to the public upon request to the President's Office.
3. Through the work of the Affirmative Action Office, a program of educational activities will be designed to enlighten faculty, librarians, administrators, staff, and students with regard to:
 - a. Developing an appreciation for diversity and pluralism.
 - b. Developing a greater awareness of the multiple ways in which racial or cultural insensitivity and hostility may be manifested.
 - c. Understanding ways in which the dominant society manifests and perpetuates racism; and
 - d. Learning ways in which to prevent and combat racial sensitivity and intolerance.
4. The Director of Affirmative Action, in concert with the President, will determine strategies and efforts to be undertaken for the purpose of institutional analysis to reveal institutional factors, which give rise to racial and cultural intolerance; insensitivity and discriminatory effects.

B. INSTITUTIONAL MEASURES TO CONFRONT RACISM

1. Whenever it has been determined that a racial incident has occurred, the College will take prompt and corrective action, including appropriate disciplinary action. In determining whether the alleged conduct constitutes racism, the College will look at the entire record and the circumstances, such as the nature of the conduct and the context in which the alleged incident occurred and will make a decision on a case-by-case basis. The College is committed to promoting an environment free from racism.

C. INSTITUTIONAL COMPLAINT PROCEDURES

1. The College's Discrimination Complaint Procedures will serve as a system of review and resolution for both informal claims and formal complaints of racism. Any member of the College community who believes s/he has been a victim of racism may initiate the informal claim or formal complaint procedures as outlined in the College's Discrimination Complaint Procedures. Further, information or advice may be obtained by contacting the Director of Affirmative Action.