

## PERCEIVED ACTS OF INTOLERANCE AND THE BIAS EDUCATION AND AWARENESS TEAM (BEATBIAS)

It is Tufts' philosophy that diversity improves the quality of education for all students. We uphold the principles of acceptance and understanding, as well as the appreciation of the diversity in our community. Respect is the foundation of our actions and behavior. We celebrate and acknowledge our diversity of experiences and backgrounds and the right of every student to equal membership in our community.

Our policies aim at creating an environment where all students can pursue their educational goals regardless of their race, gender, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, or disability. Consistent with our Code of Conduct we expect that our students will behave in a manner that is respectful of these policies.

### REPORTING A PERCEIVED ACT OF INTOLERANCE

An incident of intolerance is defined at Tufts as any act directed against a person or property that involves the use of slurs, epithets, or symbols that a reasonable person would interpret as expressing intolerance on the basis of race, gender, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, or disability. These incidents can include, but are not limited to:

- >Using derogatory language or symbols relating to group identity relating to group identity with respect to race, gender, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, or disability;

- >Derogatory graffiti employing slurs, epithets, or symbols relating to group identity with respect to race, gender, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, or disability; and

- >Defacing signs through slurs, epithets, or symbols relating to group identity with respect to race, gender, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, or disability.

When an incident of intolerance occurs and the perpetrator has been identified as a Tufts student, it is possible that the alleged behavior can be addressed through the Student Judicial Process.

### COMPOSITION OF BEATBIAS

Members of BEATBias are students who seek to improve the quality of student life by offering the Tufts University community opportunities for personal growth and development through the participation in peer-led discussions and events that foster the understanding and support of campus diversity.

## REPORTING PROCEDURES

If you or someone you know believes to have experienced an incident of intolerance or harassment, please report it. Nothing will change if you remain silent. You can report an incident of intolerance via WebCenter (<http://studentservices.tufts.edu>) by utilizing your password. Incidents that involve student organizations and classroom dialogue will not appear on the WebCenter list.

## RESPONSE TO PERCEIVED INCIDENTS OF INTOLERANCE

Among other possibilities, a response may include the following:

- > Reported incidents of alleged or perceived intolerance will be posted in WebCenter (<http://studentservices.tufts.edu>) and a list can only be accessed by using your password. Please note that while it is our goal to make this notification as soon as possible following an alleged incident, the involvement of a Tufts student or students as alleged perpetrator(s) will usually necessitate that notification to the community will occur only after the completion of any judicial proceeding
- > Hall meetings, speak-outs, community conversations, or open forums to address what has happened and provide an opportunity for discussion
- > When alleged offenders have been identified as Tufts students, the offense may be addressed through the Student Judicial Process

For more information, please contact the Office of the Dean of Student Affairs, Dowling Hall, Suite 701.

