



CARE-Net

Community Advocating REspect

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California Polytechnic State University

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Welcome to CARE-Net (Community Advocating REspect)

Cal Poly is dedicated to maintaining a safe and healthy living, learning and working community for all its members. The University is committed to being a community enriched by individual differences, in which diversity is valued and respected and in which all members live and work free from bias, harassment, abuse, mockery, and discrimination.

Cal Poly is an ardent supporter of free speech. Cal Poly also expects its members to be good citizens and to engage in responsible behaviors that reflect the university's values.

Purpose

CARE-Net has been developed to assist the campus community in fostering a safe and healthy living and learning environment. CARE-Net provides students a way to voice any concerns or report any bias-related incidents they may have experienced or are experiencing. Reports may be made in person to campus Advocates, or on-line through Ethicspoint.

A "bias related incident" is any speech, act, or harassing incident or action taken by a person or group that is reasonably perceived to be malicious or discriminatory toward another person or group based on bias or prejudice relating to such characteristics as race, color, sex, sexual orientation, gender identity, national origin, ancestry, ethnicity, religion, age or mental or physical disability.

Incidents that are motivated by bias, prejudice, intolerance, and hatred pose a unique danger to society and undermine the fundamental fabric of our campus community.

Advocates

CARE-Net Advocates are committed to confidentiality (within legal limits) and are caring faculty, staff and students who are available to hear and support students. Advocates will assist students with:

- reporting a bias incident
- understanding one's rights
- accessing campus resources
- accessing community resources
- communicating the institutional response

Students should feel confident knowing that there is an Advocate available to assist. View a list of [trained community advocates](#). You may [email an advocate](#) directly, [email CARE-Net](#) or call 756-0327 to request a campus Advocate. You may request a specific Advocate if you wish.

Ethicspoint – Online Reporting

Soon, we expect to have a system through which students may report incidents on-line using Ethicspoint, a third party entity not associated with Cal Poly. Ethicspoint will forward reports to Cal Poly while maintaining anonymity for the reporter, if the reporter requests anonymity. All reports will be reviewed by the CARE-Net team.

The CARE-Net Team is made up of three university employees (faculty and staff) who will review the

report and work to address the problem informally or formally or refer it to the appropriate university office. Actions taken will support the fostering of a safe and healthy living and learning environment. Additionally, Ethicspoint will make it possible to collect data campus wide, which will assist the campus in addressing bias incidents more effectively.

Why Report

Cal Poly is committed to maintaining a campus community that is both diverse and inclusive. One major step in achieving a healthy community is being aware of incidents that may be counter to these goals. The CARE-Net team will respond promptly and appropriately to any reported incident. Reporting will also provide the complainant assurance of knowing that his or her voice is being heard and that action is forthcoming. By reporting incidents, you are helping to maintain a safe and healthy living and learning environment for all.

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