The Offices of Housing and Residence Life affirm and celebrate the dignity of all people. By entering into the residential communities, you agree to actively, intentionally, and continuously engage each member and guest in discussion and celebration of both our incredible differences and unifying commonalities.

LISTEN: to the stories of others. We seek not only tolerance of each other’s unique identities, but greater understanding and holistic acceptance. By entering into the community, you are agreeing that you and your guests are equally accountable for the words and actions that take place within the community. We strive to create a community where listening takes priority in conversation. From listening will come understanding, positive and educational dialogue, and appreciation.

SPEAK: find your voice and be a voice for others. We empower you to respectfully confront and report instances of intolerance, injustice, and hate. We ask that you be open to being challenged on your own words, actions, and inactions with humility and understand that our intentions can be very different than our impact. Through sustained dialogue our community can restore broken relationships and find opportunities for healing and growth.

ACT: take personal responsibility for yourself, others, and this community. All persons who are marginalized, ridiculed, and demeaned in our community for their identities - visible and invisible - are entitled to a safe space in our home. It is the responsibility of each member of the SCU Housing and Residence Life community to create this safe space for all. We strive for an atmosphere of inclusion and unity at all times. We will not tolerate hateful talk or actions that make people feel unsafe in our community.

If you have questions or concerns, please contact:

Lester Deanes
Assistant Dean
Office of Student Life
(408) 554-4583
Ldeanes@scu.edu

Belinda Guthrie
EEO and Title IX Coordinator
EEO and Title IX Office
(408) 554-4392
bguthrie@scu.edu

Jade Agua
Program Director
Office for Multicultural Learning
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Associate Provost
Office for Diversity and Inclusion
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“Injustice anywhere is a threat to justice everywhere.”
- Dr. Martin Luther King, Jr.
The University defines a bias incident as any speech, act, or harassing action that targets, threatens, or attacks an individual or group because of its actual or perceived race, color, national origin, ancestry, sex, sexual orientation, age, religious creed, physical or mental disability, medical condition, marital status, citizenship status, gender identity, gender expression, genetic information, military or veteran status, or other status protected by law.

### University Response to Bias Incidents Involving Students

The University adjudicates allegations of bias-motivated behavior under the Student Conduct Code, Section 10: Hazing, harassing, threatening, degrading language or actions, or any practice by a group or individual that degrades a student or employee, endangers health, jeopardizes personal safety, or interferes with an employee’s duties or with a student’s class attendance or a person’s educational pursuits.

A report of a bias incident filed with the University is evaluated through the University Judicial System, if applicable. The University process is independent of a criminal investigation and court proceedings. The University reserves the right to review all student conduct that occurs on and off campus when such behavior is inconsistent with the Student Conduct Code.

Possible sanctions for students found responsible for committing a bias incident or hate crime include educational sanctions, disciplinary probation, suspension, and expulsion. When applicable, student employees are also subject to termination of employment at the discretion of the supervisor.

Please note that bias incidents occurring in the context of student employment at the University will be addressed by the Office of EEO and Title IX. Contact Belinda Guthrie at (408) 554-4113.

The complete University Judicial System is outlined in the student handbook and available on the Office of Student Life web page.

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### Hate crimes are motivated by bias and include a definable crime such as:

- threats of violence
- property damage
- personal injury
- and other illegal conduct