



University of Connecticut Health Center

TITLE: Racism and Acts of Intolerance

Policy Statement:

The University of Connecticut Health Center affirms its dedication to foster a community that condemns all forms of racist expression or acts of intolerance including sexual harassment and intimidation. The UCHC is committed to achieving a community comfortable with pluralism and free from all forms of group-linked hostility. All employees, faculty and students, as well as outside vendors and contractors, shall be held responsible and accountable for maintaining an environment free from sexual harassment.

Procedure/Keypoints:

- An act of intolerance is any form of abusive behavior directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, genetic information, gender, sexual orientation, age, physical, learning or mental disability.

- To achieve this goal, the University of Connecticut Health Center will:
 - a) Establish educational programs designed to enlighten our faculty, administrators, staff and students with regard to diversity of sensibilities that exist here.
 - b) Employ various media to inform the community of our commitment to an atmosphere that encourages diversity and discourages intolerance.
 - c) Hold deans, directors, and department heads responsible for informing their constituencies of this policy.

- An Affirmative Action grievance procedure exists to ensure that appropriate authorities receive, investigate and resolve complaints. This procedure may be used to adjudicate accusation of intolerant acts. The Office of Diversity Programs is responsible for managing this procedure. Complaints can be directed to Francine Dew, Manager, Office of Diversity Programs, at (860) 670-3563.

Reference:

Office of Diversity Management

REVISED: May 1999