



CALIFORNIA UNIVERSITY

O F P E N N S Y L V A N I A

POLICY: Inclusive Community Assessment Team

A. Purpose & Scope:

In accordance with California University of Pennsylvania's core values of Civility, Integrity and Responsibility, the University will use the following protocol to review and respond to reports of alleged incidents of conduct or expression that are motivated by hostility against another individual (or group) because of the other person's (or group's) race, color, age, religion, ancestry, national origin, disability, gender identity or expression and sexual orientation.

The Inclusive Community Assessment Team serves the University community and works to provide effective, educational responses to conduct that disrupts the University community, including incidents involving hate speech.

Students, faculty and staff can report conduct or an expression that is motivated by hostility against another individual (or group) because of the other person's (or group's) race, color, age, religion, ancestry, national origin, disability, gender identity or expression and sexual orientation using the form found on the DEI website, www.calu.edu/dei.

- C. Policy:** The purpose of the Inclusive Community Assessment Team ("Assessment Team") is to review reports of disruptive conduct or expression that impact students and employees and to recommend an appropriate response to such conduct or expression. The Assessment Team will provide support by offering appropriate resources to those individuals within the academic community who have been impacted either as witnesses or as targets of hostile conduct or expression. The Assessment Team also will play an educational role in cultivating the community values of inclusion, civility and mutual respect.

It is not the Assessment Team's purpose to investigate, arbitrate or take the place of other University processes or services. Rather, the Assessment Team will complement and work with campus departments to identify and connect affected individuals with appropriate support and resources.

Where the Assessment Team believes there may be criminal activity, the team will forward the report to the University Police Department. If the nature of the incident rises to the level of a hate crime, it will be referred to the University Police Department and the Behavior Intervention Team (BIT). Instances of conduct that may violate the Student Code of Conduct will be referred to the Office of Student Conduct for review and consideration for appropriate action.



CALIFORNIA UNIVERSITY

O F P E N N S Y L V A N I A

D. Procedure(s):

Who Can Report?

Students, University employees, and other university community members who have witnessed or been targeted by incidents of conduct or expression that are motivated by hostility against another individual (or group) because of the other person's (or group's) race, color, age, religion, ancestry, national origin, disability, gender identity or expression or sexual orientation may report their concerns.

How Do I Make a Report?

To make a report, complete and submit the form at www.calu.edu/dei.

Dissemination of Policy

This policy shall be disseminated to employees and students in a manner that makes the information readily accessible. Hard copies of this policy may be obtained from the Office of Human Resources or the Office for Diversity, Equity and Inclusion.

F. Effective date: Immediately

Adopted: March 9, 2021

by: President's Cabinet

Amended Date:

[Inclusive Community Assessment \(office.com\)](#)