

Civility & Inclusivity Statement

The University of Wisconsin-Green Bay (UW-Green Bay) is an institution of higher learning where the safety of its multifaceted community of people is expected and enforced. Campus activities, programs, classes, lectures and everyday interactions are enriched by our inclusion of one another as we strive to learn from each other in an atmosphere of positive engagement and mutual respect.

As campus community members, we are responsible for our behaviors and are fully accountable for our actions. We must each take responsibility for our awareness of discrimination and its many forms. The concept of campus civility and inclusiveness should be demonstrated in hallways, classrooms, student housing, and the workplace environment.

Discriminatory Behavior

Discriminatory, harassing or intimidating behaviors will be addressed at UW-Green Bay and are subject to the University's disciplinary processes. As a campus community we will not engage in harassment or discrimination against another human being on the basis of race, color, religion, sex, sexual orientation, gender and/or gender identity or expression, marital or parental status, genetic information, national origin, ethnicity, citizenship status, veteran or military status (including disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran status), age or disability. Verbal or written abuse, threats, harassment, intimidation or violence against persons or property will not be tolerated. In this context, alcohol or substance abuse will not be accepted as a defense for such abuse, harassment, intimidation or violence. Absence of malice, intent or "it is just a joke" is also not a defense for such behaviors. As a campus community we expect that all members review [institutional policy](#) to better understand all aspects of discriminations and harassment.

Academic Freedom

Nothing in this statement is intended to stifle academic freedom (as defined in [Regent Policy Document 4-21](#) and the [UW-Green Bay Faculty Handbook](#)) or free speech rights. Instructors and students retain the right to use words and make critical arguments that some may find offensive but that do not rise to the level of or exhibit the same quality of action as harassment or discrimination, which are serious offenses that should be identified based on objective criteria consistent with established law and [policy](#). UW-Green Bay values the free exchange of ideas and perspectives critical to the learning and development of our students, faculty and staff.

Reporting Incidents

All who work, live, study, teach and visit the UW-Green Bay community are here by choice and as part of that choice should be committed to these principles of civility and inclusivity which are an integral part of UW-Green Bay's [Strategic Mission](#) and the [Harassment and Discrimination Policy](#). If you have experienced or witnessed an event or behavior that violates this statement, you can report in a number of ways:

- Complete a [hate-crime bias report](#).
- Follow procedures indicated in the [Harassment and Discrimination Policy](#).
- File a [Complaint or Grievance](#).
- Report in person to one of the following:
 - [Dean of Students Office](#)
 - [Office of Human Resources](#)
 - [Title IX Coordinator](#)
 - [University Police](#)