



CIVILITY AND INCLUSIVITY STATEMENT

The University of Wisconsin-Green Bay (UWGB) 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 (i.e. racism, sexism, ageism, xenophobia, transphobia, homophobia, etc.). The concept of campus civility and inclusiveness can be demonstrated in hallways, classrooms, student housing, and the workplace environment.

Bigotry will be addressed on this campus. Discriminatory, harassing, or intimidating behaviors will be 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 engage in the resources provided to better understand all aspects of discriminations and harassment.

Nothing in this document is intended to stifle academic freedom (as defined in the UWGB [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 discrimination or harassment, which are serious offenses that should be identified based on objective criteria consistent with established law and policy. UWGB values the free exchange of ideas and perspectives critical to the learning and development of our students, faculty, and staff.

All who work, live, study, teach, and visit the UWGB 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 UWGB'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: Vice Chancellor for Student Affairs and Campus Climate, Director of Inclusive Excellence and Pride Center, Title IX Coordinator, Director of Human Resources, Affirmative Action Officer, or Public Safety.