

Campus Conversations with President Maloney

March 11, 2020 8:30 a.m. - 9:00 a.m.

Administration Building, Fuller Auditorium

- President welcomed everyone and thanked them for attending
- Work is still underway on the RASE Plan, proposals are being submitted through Governance
- Maria Gariepy and Sue Moore presented an powerpoint on Allies Taking Action Against Bias, Discrimination & Hate Presentation
 - Please see the attached
 - This presentation can be given to any department that requests it
- President Maloney provided an update on the Coronavirus outbreak
 - More information can be found by going to:
<https://www.worcester.edu/Public-Health-Information/>
 - President Maloney is committed to making sure this website is updated as frequently as possible
 - There have been several communications to the University from multiple offices on campus
 - We are committed to communicate to the campus daily updates via email
 - Students that were studying abroad in Italy are no longer in Italy, two of them are home
 - International spring break trips have been cancelled
 - We are making sure the credits that would have been earned will still be earned
 - We are also working to make sure those students receive their money back associated with the trip
 - Yesterday President Maloney sent out a message along with Governor Baker and Commissioner Santiago's communications
 - The Commissioner of Higher education has strongly encouraged us to follow the Executive Branch orders
 - Several conversations have happened and will continue to happen
 - We are likely to extend spring break by one week
 - This will allow us to take an abundance of caution
 - The additional week will also allow us to continue to plan
 - One of those plans needs to be "how do we continue to teach out the remainder of the semester"
 - How do we effectively and efficiently teach out courses like labs, theater, ect.
 - The Governor's notice has direct impact on other segments of campus like Athletics
 - Spring training has been cancelled
 - We need to reexamine who are our essential employees
 - The Governor's notice is in effect for 30 days (until the middle of April)
 - Within that 30 days we will look at the type of events that will or won't take place

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- We do not have plans in place for end of year ceremonies, but we are having discussions about those events
- There is a group on campus that is meeting several times a week to discuss the current issues and plan for the future
- Vice President Forsythe provided an update on Congratulations Day
 - The event will likely be modified but as of right now has not yet changed
 - More to come over the next few days
- The University is not closed, classes are still on
- A question was asked about consideration for students living off campus
 - We will examine and work with student housing needs
 - We also will need to make arrangements for students with housing insecurities
- Fran Manocchio volunteered to assist with non-in-person alternative classes
 - President thanked Fran and said we will follow up with her
- President Maloney asks for your continued patience and cooperation
- How have facilities changed their cleaning practices?
 - President is meeting with facilities today to work on best practices and then to notify the campus of those practices
 - HR has put out a communication about how departments can access sanitation wipes and hand sanitizer
- Do Faculty and Staff need to be on campus for the second week
 - Students should not come to campus unless they need to be here
 - We are going to need to engage with employees and plan over that time
- We have not yet set a limit on the size of gatherings, but expect that announcement soon
 - This will be what external and internal groups follow
- The Next Campus Conversation is: April 14, 2020

Allies Taking Action Against Bias, Discrimination & Hate

Worcester State University
Presented by Offices of Diversity &
Inclusion and Human Resources

March 11, 2020
Campus Conversations



Session Objective

Increase knowledge on existing mechanisms that allow us to take action and report upon bias incidents, discrimination and hate crimes at Worcester State University.

Please remember:

- No specific cases
- Questions at the end
- We can develop other detailed presentations, upon request.

Equal Opportunity, Diversity and Affirmative Action Plan @ WSU

- WSU is committed to a policy of non-discrimination, equal opportunity, diversity and affirmative action, and dedicated to providing educational, working and living environments that value the diverse backgrounds of all people.
- The Plan applies to all members of the campus communities, including but not limited to students, faculty, librarians, staff, visitors, contractors and applicants for employment or admission.

Protected Categories

- ✓ Age
- ✓ Disability
- ✓ Gender
- ✓ Gender Expression
- ✓ Gender Identity
- ✓ Genetic Information
- ✓ Marital/ Parental Status
- ✓ Veteran Status
- ✓ National Origin or Ancestry
- ✓ Race or Color
- ✓ Religion
- ✓ Retaliation
- ✓ Sexual Orientation

Duty to Report

- Every member of the WSU community is encouraged to report discriminatory conduct to the Equal Opportunity Officer.
- Supervisors are required to report discrimination to the Equal Opportunity Officer.
- Addressed by the EO Plan:
 - ✓ Employees' Duty to Report/ Responsible Employees
 - ✓ Employees' Duty to Cooperate
 - ✓ Disclosures Made at Public Events

Resources

- University Police 508-929-8911
- Diversity, Inclusion, AA & EO 508-929-8053
- Human Resources 508-929-8117
- Student Accessibility Services 508-929-8733
- Student Conduct 508-929-8648
- Title IX Coordinator 508-929-8243

****Confidential****

- Counseling Services 508-929-8072
- Health Services 508-929-8875
- Employee Assistance Program 1-844-263-1982

Office of Diversity, Inclusion, AA & EO

The screenshot shows the website header with the Worcester State University logo and navigation links: ACADEMICS, ADMISSIONS, LIFE AT WSU, COMMUNITY IMPACT, and ALUMNI & GIVING. A yellow button for 'REGISTER FOR SPRING CLASSES' is visible. The main content area features a large banner with a heart containing the American flag and the text 'HATE HAS NO HOME HERE.' Below this, the page title is 'Diversity, Inclusion, Affirmative Action, & Equal Opportunity'. The text describes the office's role in creating a campus climate that promotes the intellectual examination of various cultures and groups. A video player shows President Maloney on Diversity. A sidebar on the left lists various university services like 'Recognition and Accreditation', 'Mission Statement', and 'Administrative Offices'.

RELATED LINKS

- [Equal Opportunity, Diversity and AA Plan](#)
- [Five Points of Action](#)
- [Strategic Plan](#)
- [You Are Welcome here](#)

We offer programs and services that foster and promote a warm and safe environment for WSU's diverse population, including:

- Investigating all claims of discrimination as defined by federal and state law
- Monitoring WSU's employee recruitment and hiring procedures
- Conducting CORI checks for employees and students who volunteer, intern, or work in settings that require CORIs
- Providing sensitivity training for the campus community
- Collaborating with student organizations and academic departments to sponsor campus events about different cultures and ethnic groups
- Conducting community outreach by working with community centers, agencies, and others as a WSU representative

CONTACT US

Diversity, Inclusion, Affirmative Action, & Equal Opportunity
Shaughnessy Administration Building
3rd Floor
Office 335
508-929-8053
diversity@worchester.edu

- ➕ Meet the Staff
- ➕ Diversity Mini-Grant
- ➕ LGBTQ+
- ➖ Discrimination & Bias Incident Reporting

Reference Materials

- [Policy Against Discrimination, Discriminatory Harassment and Retaliation](#)
- [Policy on Non-Discrimination](#)

Reporting

- [Discrimination Complaint Form](#)
- [Bias Incident Reporting Form](#)

The Diversity, Inclusion, Affirmative Action, and Equal Opportunity Office plays a leading role in the creation of a campus climate that promotes the intellectual examination of experiences, perspectives, and contributions of the various cultures and groups that make up the Worcester State University community. We help foster diversity of thought, gender, race, ethnicity, nationality, age, socio-economic background, ability, sexual orientation, and gender identity or expression, and religious belief.

We are committed to maintain a campus environment and organizational culture that:

- Is diverse and respectful of diversity
- Is indicative of the society and community that constitutes WSU's service area
- Provides a climate conducive to the success of every student and employee by valuing the uniqueness that they bring to the WSU community

We offer programs and services that foster and promote a warm and safe environment for

WSU Discrimination Complaint Form



DISCRIMINATION COMPLAINT FORM

This form is used to report information necessary to initiate an investigation of alleged discrimination, harassment, or retaliation pursuant to the University's Equal Opportunity, Diversity, and Affirmative Action Plan (the "EO Plan") and/or the Student Code of Conduct. All reasonable efforts will be made to maintain the involved parties' confidentiality during the investigation and resolution procedure.

It is unlawful to retaliate against a student, employee, or any other person affiliated with the University for filing a complaint or for cooperating in an investigation of a complaint.

All parties to a complaint may have a personal advisor (for union employees this may be a union representative) assist them throughout the process in accordance with the Equal Opportunity Plan, the Student Code of Conduct and other applicable collective bargaining agreements.

DATE FILED: _____ DATE(S) OF ALLEGED INCIDENT(S): _____

A. NAME: _____
(Please Print)

B. CHECK : Student Employee Other _____
(Please Describe Relationship to the University)

CONTACT INFORMATION
Phone: _____ - _____ - _____ Email: _____
Home Address: _____

C. TYPE OF ALLEGED DISCRIMINATION OR DISCRIMINATORY HARASSMENT:

<input type="checkbox"/> Race	<input type="checkbox"/> Color	<input type="checkbox"/> Religion
<input type="checkbox"/> National Origin	<input type="checkbox"/> Age	<input type="checkbox"/> Disability
<input type="checkbox"/> Sex/Gender	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Gender Identity
<input type="checkbox"/> Gender Expression	<input type="checkbox"/> Marital Status	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Genetic Information	<input type="checkbox"/> Other _____	

D. Retaliation

DISCRIMINATION COMPLAINT FORM CONTINUED

E. NAME OF INDIVIDUAL(S) you believe harassed you, discriminated or retaliated against you, or engaged in violence toward you: _____

F. LIST ANY WITNESSES: _____

G. LIST ANY OTHERS WITH KNOWLEDGE OF THE INCIDENT(S): _____

H. DESCRIPTION OF COMPLAINT

Please list the sequence of events, including dates, if possible, along with any relevant facts, statements and/or evidence currently known to you.

(If additional writing space is needed, please attach additional sheets.)

To the best of my knowledge and belief, the above information is complete, true, accurate and not a "false charge" as defined under the EO Plan; I hereby submit this complaint under the University's Complaint Investigation and Resolution Procedure.

(Signature of Complainant)

RECEIVED BY: _____ DATE: _____

Complaint Investigations under the EO, Diversity and AA Plan

- Investigations of complaints are necessary to determine:
 - ✓ whether a complaint alleges a violation to the EO Plan or the Student Code of Conduct;
 - ✓ whether prohibited conduct has occurred;
 - ✓ whether there is ongoing risk of harm and what steps must be taken;
 - ✓ whether interim protective measures are necessary;
 - ✓ whether conduct warrants disciplinary action;
 - ✓ whether changes to policies, practices or training should be considered and implemented.

- Investigation Procedures:
 - ✓ Formal
 - ✓ Informal

Complaint Investigations under the EO, Diversity and AA Plan

- Informal Investigation Process
- Formal Investigation Process
 - ✓ Submission of Complaint and Respondent's Response
 - ✓ Counterclaims
 - ✓ Investigation
 - ✓ Administrative Review
 - ✓ Notice of Outcome
 - ✓ Option for Mediation of Formal Complaints
 - ✓ Timeframe
- Appeals
- Possible Sanctions and Additional Remedies

Committees Associated with the Office of Diversity & Inclusion

- Bias Incident Response Team
- Campus Climate Committee
- Equal Opportunity, Diversity & Affirmative Action Advisory Board
- LGBTQ+ Advisory Group



Bias and Hate Crimes, Defined

➤ Hate Crime(s)

An incident or incidents of mistreatment because of race, gender, disability, age, marital status, religion, color, national origin, sexual orientation, gender identity, gender expression, veteran status, genetic information, or other personal characteristic(s).

➤ Bias

Is an inclination or preference either for or against an individual or group based upon their membership in a protected category that interferes with impartial judgement.

Bias Incident Response Team

- What is BIRT?

The Bias Incident Response Team or BIRT, is a group of administrators, faculty, staff and students representing various campus divisions, departments, and disciplines which provides a comprehensive response to bias incidents and hate crimes that effects the campus community.

WSU Bias Incident Report

RELATED LINKS

[Equal Opportunity, Diversity and AA Plan](#)
[Five Points of Action](#)
[Strategic Plan](#)
[You Are Welcome Here](#)

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[+ Meet the Staff](#)

[+ Diversity Mini-Grant](#)

[+ LGBTQ+](#)

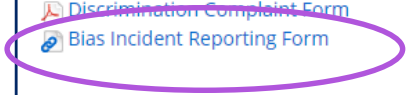
[- Discrimination & Bias Incident Reporting](#)

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WSU Bias Incident Report



Bias Incident Report

All members of the WSU Community who experience or witness a bias incident on campus should immediately report the incident.

What happens once an Bias Incident Report is submitted?

All reports of bias incidents are directed to the EO Officer and/or their designee(s). This report is then taken to the Bias Incident Response Team (BIRT) for review.

IF YOU OR THE INDIVIDUAL IN DISTRESS IS IN IMMINENT DANGER, PLEASE CONTACT UNIVERSITY POLICE AT 508-929-8911.

Please be aware that Bias Incident Reports may only be looked at during normal business hours, Monday-Friday, 8:00AM-5:00PM, and may not be immediately reviewed.

Reporting Party Information

[Enable additional features by logging in.](#)

Your full name:

University Status:

Your phone number:

Your email address:

Involved Parties

Name or Organization	Select Gender	Select Role	ID Number
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
DOB (YYYY-MM-DD)	Phone number	Email address	Hall/Address
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Duty to Report

Please let us know the following:

How many people were targeted in this incident? (input N/A if no answer) **(Required)**

Was a specific group targeted? (name the group) (input N/A if no answer) **(Required)**

How many perpetrators were involved in the incident? (input N/A if no answer) **(Required)**

Reports & Complaints




- Date Filed
- Reporting Party or Complainant
- Respondent
- Subject/ Nature of the alleged violation
- Type of Discrimination
- Finding

****Confidential Information****

Campus Police- Dial 8911

UNIVERSITY POLICE

- Athletics
- Bookstore
- Information Technology
- LGBTQ+ Pride
- Residence Life
- Student Involvement
- Student Services
- Sustainability
- Title IX
- University Police**
 - University Police Services
 - Emergency Incident Information
 - University Police Logs
 - Anonymous Crime Tip
- Wellness Center
- Worcester Living



RELATED LINKS

- Clery Report
- Emergency Response Guide
- Parking
- Police Logs

Anonymous Crime Tip

The new anonymous crime tip service is for non-emergency, investigative information only and will not generate a radio call or summon the university police to your location. This service is collaboration between the Worcester State University Police Department and TipSoft®.

You can submit your tip three ways:
Online, in a text message, or using the iPhone app.

Online:
The tip goes through a secure server where the identity of the sender is masked from the university police personnel receiving the tip.

SUBMIT AN ANONYMOUS TIP »

Text message.
While mobile phones menus differ by carrier or model, here are some basic steps on how to compose a text tip message.


Find "Messaging" or "SMS" on your phone's main menu.

- Create a new text message or send txt or SMS text.
- Enter the number 274637 (which spells CRIMES) as the mobile # or in the "to" line
- In the message body, type word WSUPD, a space, and then your crime tip information (WSUPD is not case-sensitive)
- Hit "Send" to send the message.
- You will receive a response from Crime Stoppers shortly, which will start the anonymous text dialogue.

* The service is available on most major carriers. WSUPD cannot guarantee this service will work on all mobile phones. Standard text messaging rates may apply.

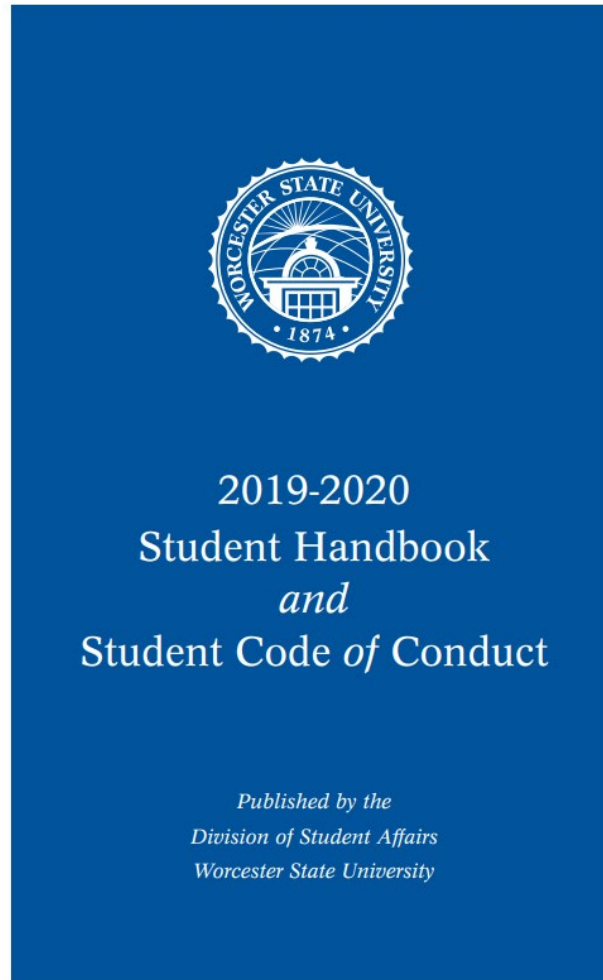
iPhone app:

1. To install and download this free iPhone app, search for "TipSoft" or "TipSubmit" in the iTunes App Store, or use your iPhone scanner app to scan the QR code on the right.
2. Start app and search for 'Worcester State University' under 'Schools'.
3. Complete tip form and hit send.

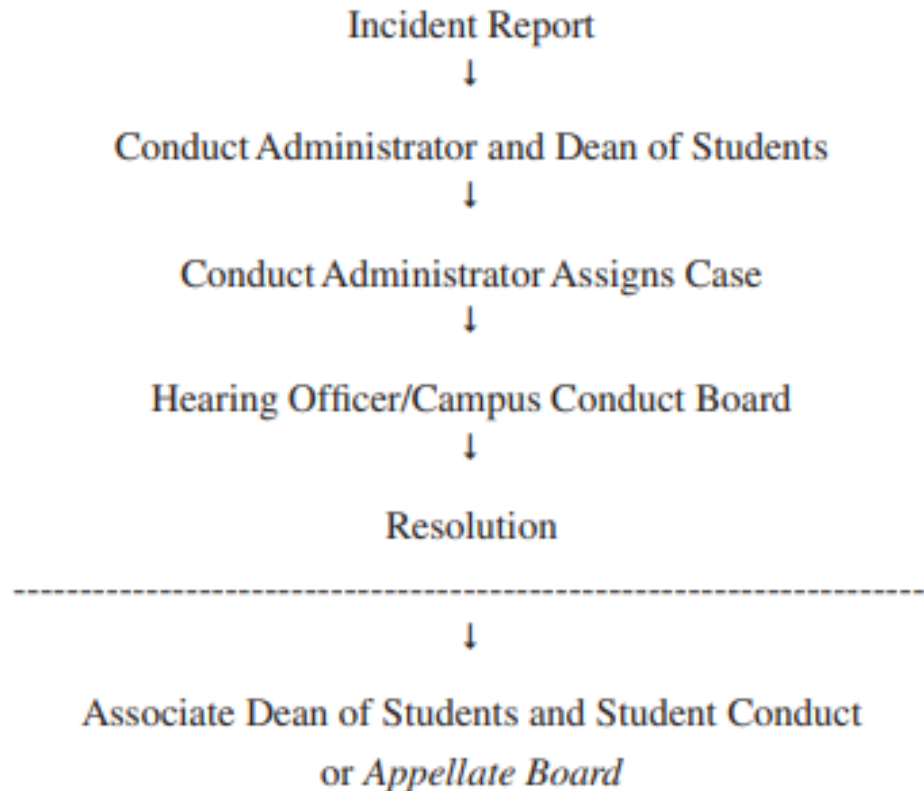


[Frequently Asked Questions](#)

WSU Student Handbook and Student Code of Conduct



Conduct System Due Process



Bystander Intervention & Empowerment

“Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has”

Margaret Mead

Bystander intervention is the act of stepping in where there is a problem, rather than assuming someone else will help.

Bystander Intervention training is offered by our Director of Title IX, Alcohol and Other Drug Prevention and Education

In Closing.....

- If you see something, say something.
- Be the First one to act or Speak Up, if you can.
- Refer your peers, friends and colleague to available resources.
- Duty to Report.
- Multiple mechanisms to report.
- Available Resources on campus, Office of Diversity & Inclusion.
- Participate in Committees!!

QUESTIONS?