

Effective: February 10, 2020

Disruption to Inclusive Community Policy

Approved: Legal Counsel, February 4, 2020

Approved: President Executive Cabinet, February 10, 2020

POLICY STATEMENT

Millersville University is committed to creating a welcoming, inclusive and equitable community as depicted in our EPPIC values. The goal of the University's EPPIC values is to assure that all people are treated with dignity and respect. In instances where conduct or an expression or action that is motivated by hostility against another individual (or group) because of the other person's (or groups) race, color, age, religion, ancestry, national origin, disability, gender identity or expression and sexual orientation, the university provides the following protocol for reporting such conduct. Millersville University's Inclusive Community Response Team serves the university community and works to provide effective, educational responses to conduct that disrupts the University community, including incidents involving hate speech.

Millersville University remains dedicated to fostering free speech in an environment where members of our community can learn from one another and where all are treated with dignity and respect.

For additional resources on the First Amendment and free speech:

<https://www.millersville.edu/saem/student-resources/free-speech-issues.php>

PURPOSE

The purpose of the Inclusive Community Response Team is to review reports involving disruptive conduct or expressions that impact students and employees and to recommend an appropriate response to such conduct or expression. The Response Team will provide support to those individuals who are targeted by hostile conduct of expression by offering them appropriate resources. Where the Response Team suspects there may be criminal activity, the team will forward the report to the Millersville University Police Department. If the nature of the incident rises to the level of a hate crime, it will be referred to the Millersville University Police Department and the [Behavior Intervention Team \(BIT\)](#).

REPORTING PROCESS

Millersville University is committed to providing a secure and welcoming campus environment for students, faculty, staff and visitors. As such, we encourage all members of our University community to report conduct and expression that is disruptive to the Inclusive Community Response Team.

If you have experienced or witnessed such conduct or expression, submit a report to Inclusive Community Response Team using [online report form](#) by clicking on the link below. Once you have completed and submitted the online form, you will be contacted by a member of the Inclusive Community Response Team.

Any student, faculty, staff may file a report with the Inclusive Community Response Team. When filing a report, please be as specific as possible.

ONLINE REPORTING LINK:

<https://www.millersville.edu/dsj/reporting-disruption-to-inclusive-community.php>

Offices of Support:

Chief Diversity Officer
Washington House
(717) 871-4586
ICRT@Millersville.edu

Office of the Vice President
Student Affairs & Enrollment Management
SMC Room 107
(717) 871-7083
ICRT@Millersville.edu

Office of Human Resources
Dilworth Building
Room 105
(717) 871-4950
ICRT@Millersville.edu

Director, Dr. Rita Smith Wade-El Intercultural Center
SMC Room 107 (111)
(717) 871-4300
ICRT@Millersville.edu

Report via [Live Safe](#)

Imminent threats and emergencies should be immediately reported to 911.

If you have any questions about this process, please contact the:
Office of Diversity and Social Justice
(717) 871-4473
ICRT@Millersville.edu

Office of the Vice President for Student Affairs and Enrollment Management
(717) 871-7083
ICRT@Millersville.edu

Office of Human Resources
(717) 871-5684
ICRT@Millersville.edu
During the hours of 8:00 a.m. – 5:00 p.m., Monday through Friday