
Racial or ethnic harassment will not be tolerated at the University of Minnesota

WHAT IS THE POLICY OF THE UNIVERSITY OF MINNESOTA?

The University is committed to providing equal educational access and opportunity to all persons without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status or sexual orientation.

WHAT CONSTITUTES RACIAL OR ETHNIC HARASSMENT?

- Using racial or ethnic slurs against a student, University employee or visitor to a University facility.
- Posting written or graphic material that is intended to be derogatory of a racial or ethnic group.
- Defacing signs or other property in a way that is intended to be derogatory of a racial or ethnic group.
- Sending mail or telephone communications that harass an individual because of the individual's racial or ethnic identity.

WHAT TO DO IF YOU ARE THE VICTIM OF OR WITNESS TO RACIAL OR ETHNIC HARASSMENT?

It is very important to talk with someone about what you have experienced or observed. For instance, you might go to an advisor, residence hall staff person, faculty member, or counselor. You might also contact Deborah Petersen-Perlman or Cathy Rackliffe of the UMD Office of Equal Opportunity (Tel. 218-726-6849 or 218-726-6827; 269-273 Darland Administration Building), or Mary Cameron, Coordinator of the UMD Office of Equity Education and Services (Tel. 218-726-7912), 255 Darland Administration Building. Any one of those persons can help you evaluate what happened and advise you about reporting procedures.

In addition, specific information about the incident is necessary for an effective investigation.

THE NEXT STEP . . .

Phone Call Guidelines

In order to assist the UMD Campus Police in investigating harassing phone calls, we have developed the following guidelines that would greatly aid in establishing the identity of the individual or individuals doing the telephoning.

- If you receive a voice mail message, do not erase the message - save the message by pressing the 7 key on your campus telephone.
- Date and time the call occurred? If voice mail, press the 8 key on your phone while playing the message.
- What did the caller say?
- Did the caller ask for a specific individual?
- Were there any noises in the background that could be identified?
- Was the voice young, old, male, female; was there an identifiable pattern of speech?
- Did you recognize the person calling by voice?

E-mail and Document Guidelines

The following guidelines have been developed for the handling of documents. Document examination consists for the most part of side-by-side comparison of handwriting, typewriting and written or printed matter for identification. Consideration should always be given to treating documents for latent fingerprints. Therefore, please handle such documents as little as possible and forward all originals including any photographs of graffiti as soon as possible to the UMD Campus Police.

Documents/Graffiti

- Where was the document/graffiti found?
- Who handled the document/graffiti?
- Time of day the document/graffiti was found?
- Date the document/graffiti was found?
- Who found the document/graffiti?

E-mails:

- Do not delete any E-mails.
- Save original emails in your mail box and forward a copy to the UMD Office of Equal Opportunity at dpeters1@d.umn.edu. Some or all of the important header information will be lost on the forwarded copy; therefore, it's important that the original email is saved in your email in-box.
- Report email problems to 218-726-8847. Problems will then be referred to the appropriate authority.

WHAT ACTIONS CAN BE TAKEN AGAINST A PERSON WHO COMMITS RACIAL OR ETHNIC HARASSMENT?

On the UMD campus all instances of racial or ethnic harassment should be reported to the UMD Office of Equal Opportunity (Tel. 218-726-6827 or 218-726-6849). TTY: 218-726-6115.

Student Conduct Code:

A student may be charged with harassment or threats and be subject to sanctions, including probation, suspension or expulsion.

Grievance Policy:

A student or employee may be charged under the Grievance Policy for a serious violation of University rules, regulations, policies, or established practices or of state or federal law. Sanctions may include removal, suspension or an involuntary leave of absence.

State Law:

Telephone calls made to harass a person because of the person's race or national origin is a crime under state law. Violators may be imprisoned for up to one year and fined up to \$3,000. In addition, repeated harassment is a gross misdemeanor.

Federal Law:

Conspiring to threaten or intimidate a person in the free exercise of any federal right or privilege is a federal crime subject to ten years' imprisonment and a \$10,000 fine.

Willfully intimidating or interfering with a person attending a public college or participating in any state activity on account of the person's race or national origin is a federal crime subject to a year's imprisonment and a \$1,000 fine.

Using interstate communication - such as the mails and telephones - to threaten or injure a person is a federal crime subject to five years' imprisonment and a \$1,000 fine.

WHOM SHOULD YOU CONTACT?

- UMD Campus Police
287 DAdB
Tel. 218-726-7000
- UMD Office of Equal Opportunity
269-273 DAdB
Tel. 218-726-6827 or 218-726-6849

TTY: 218-726-6115
<http://www.d.umn.edu/umdoeo>

If you are threatened or your safety is threatened, please call for immediate police assistance by dialing 911.

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The University of Minnesota is an equal opportunity educator and employer.

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