



**Connecticut
State
University**

Central • Eastern • Southern • Western

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RESOLUTION
concerning
POLICY AND GUIDELINES
regarding
RACISM AND ACTS OF INTOLERANCE

November 3, 1989

- WHEREAS, The Connecticut Board of Governors for Higher Education has adopted a "Policy Regarding Racism and Acts of Intolerance in Connecticut Colleges and Universities" which directs all institutions of higher education in the state to develop plans promoting pluralism, condemning racism, and creating an atmosphere free of harassment, now, therefore, be it
- RESOLVED, That the Board of Trustees of the Connecticut State University adopts the attached POLICY REGARDING RACISM AND ACTS OF INTOLERANCE as a guide for the four institutions within the University, and be it
- RESOLVED, That each Connecticut State University institution shall prepare a PLAN TO PROMOTE PLURALISM and shall identify and eliminate practices contrary to pluralism, which plans shall be based upon and incorporate the principles of the attached Connecticut State University POLICY REGARDING RACISM AND ACTS OF INTOLERANCE and in addition shall include:
- a. An explanation of how existing documents and plans, such as the Racial and Ethnic Diversity Plan and the Affirmative Action Plan, relate to this plan to promote pluralism;
 - b. A strategy to inform and educate the total campus community about the plan to promote pluralism;
 - c. A description of existing processes (or, if necessary, the establishment of new processes consistent with existing agreements) to hear and resolve complaints or grievances relating to behavior or practices contrary to pluralism and an identification of remedies and/or penalties; and
 - d. The establishment of a procedure to record the number, type, and disposition of incidents or complaints or grievances involving practices contrary to pluralism, i.e. acts of violence or harassment reflecting bias or intolerance; and be it

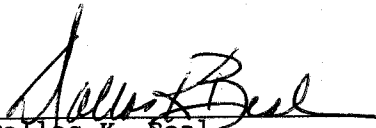


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RESOLVED, That the President of each Connecticut State University campus shall submit to the President of the Connecticut State University by December 15, 1989, the plan to promote pluralism mandated in the above resolved clause, and the President of Connecticut State University shall report such plan to the Board of Trustees and forward such plan to the Board of Governors by January 2, 1990, and be it

RESOLVED, That the President of each Connecticut State University campus shall report to the President of Connecticut State University by December 1, 1990 and annually thereafter (1) describing activities undertaken pursuant to the plan to promote pluralism and (2) reporting, while respecting all individual rights, incidents involving claims of violence or harassment reflecting bias or intolerance, and the President of Connecticut State University shall transmit such reports to the Board of Trustees and the Board of Governors by January 1991 and annually thereafter.

A Certified True Copy:


Dallas K. Beal
President

CONNECTICUT STATE UNIVERSITY

POLICY REGARDING RACISM AND ACTS OF INTOLERANCE

November 3, 1989

The Connecticut State University endorses the policy regarding racism and acts of intolerance adopted by the Board of Governors for Higher Education on July 18, 1989.

The Connecticut State University declares:

Institutions within the Connecticut State University have a duty to foster tolerance;

The promotion of racial, religious, and ethnic pluralism within the University is the responsibility of all individuals within the University community;

Every person within the University community should be treated with dignity and assured security and equality;

Individuals may not exercise personal freedoms in ways that invade or violate the rights of others;

Acts of violence and harassment reflecting bias or intolerance of race, religion, gender, sexual orientation, disability, and ethnic or cultural origins are unacceptable; and

The University shall take appropriate corrective action if such acts of violence or harassment occur.