

PLEASE READ: Community Message from the WCSU Office of Diversity and Equity

Office of Diversity and Equity <ode@wcsu.edu>

Fri 9/24/2021 5:26 PM

To: users-aca <users-aca@wcsu.edu>; users-adm <users-adm@wcsu.edu>; users-stu <users-stu@wcsu.edu>

From the Office of Diversity & Equity

To our WCSU Community,

Western Connecticut State University ("WCSU" or "University") affirms a commitment to freedom from discrimination for all members of the university community. The responsibility for, and the protection of, this commitment extends to students, faculty, administration, staff, contractors, and those who develop or participate in university programs. It encompasses every aspect of academic and employment action and every student and community activity. The university expressly prohibits discrimination based on race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran, or military status, citizenship, immigration status. Harassment is also a form of discrimination.

The Office of Diversity and Equity ("ODE"), in conjunction with the Office of the President, encourages all member(s) of our university community to take the necessary steps to increase wellness and safety from our return to work and learning in harassment-free academic and work environment(s). Many continue to experience challenges with work/life balances during the COVID-19 pandemic as well as other social matters where verbalized issues related to systemic racism continue to be voiced by many on our campuses.

In this commitment, WCSU encourages every student, faculty and staff member who believes to have experienced discrimination and/or harassment on campus to file a written complaint of discrimination. To appropriately address any issue(s) related to discrimination and/or harassment that may exist on our campuses, member(s) of the university community are strongly encouraged to file a written complaint of discrimination to ODE so that the addressed issue(s) can be directly reviewed and investigated. To file a written complaint of discrimination and/or harassment, please [click here](#) to review the discrimination complaint process and referenced complaint forms.

If you [click here](#), members of our university community can file complaints through the WCSU Anonymous Incident Report System. You are welcome to submit an anonymous ("unidentified person") complaint but note that no reoccurring updates and/or referenced information can be shared about the actions taken by ODE. Anyone who submits a file virtual and/or written complaint of discrimination and/or harassment, or who participated in an investigation by providing information, is protected from the negative acts of another who wishes to take any adverse action for making the written complaint or participating in a university investigation. To facilitate prompt responses to filed written complaints of discrimination and/or harassment and/or to preclude conflicts of interest, the Chief Diversity Officer (in certain cases) may designate another WCSU official to consider and/or investigate a written complaint and/or to render a determination.

Our virtual and in-person door is always open! Should you have any questions and/or wish to learn more about the discrimination complaint process that is above listed, please do not hesitate to contact the WCSU Office of Diversity and Equity either by email at ode@wcsu.edu or phone at (203) 837-8444.

Thank you and be safe and well.

OFFICE OF DIVERSITY & EQUITY

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<https://www.wcsu.edu/diversity/>



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