

MONTCLAIR STATE UNIVERSITY SENATE

HUMAN RELATIONS STATEMENT

ON

CAMPUS CLIMATE FOR CIVILITY AND HUMAN DIGNITY

The Montclair State University Senate recognizes its responsibility to foster an atmosphere of respect, understanding and good will among all individuals and groups, with special sensitivity to those most likely to be subjected to disrespect, abuse and misunderstanding because of age, disability, ethnicity, gender, gender identity or expression, national origin, race, religion, and sexual orientation.

The goal is to create an unbiased community where all individuals feel free to express themselves in ways that are appropriate in a multi-ethnic and multi-cultural society, and to pursue their work and study in an atmosphere which values both individuality and diversity.

Underlying this statement is a respect for differences of opinion and freedom of speech. We must be diligent, however, to assure that differences do not degenerate into name-calling or insulting of individuals or groups. Such behavior can be destructive of courtesy and civility and endangers the environment needed for engaging in productive dialogue.

The Montclair State University Senate condemns any behavior which devalues persons and endangers the learning and work environment. Such acts include, but are not limited to, threats or acts of physical violence, verbal abuse, harassment, and discrimination.

The Montclair State University Senate encourages the practice of this human relations statement in every aspect of campus life.

COHR 2/24/92

University Senate Revision Approved 9/20/06

University Senate Revision Approved 12/16/09 President Sandra Collins