



Policy Title: *Protocol for Campus Climate Incident Reporting and Response*
Policy Owner: *Office of Diversity and Inclusion*
Effective Date: *07/01/2022*
Last Updated: *07/01/2022*
Scheduled Review: *07/01/2024*

Related Forms: [Online Reporting Form](#)
[EthicsPoint Confidential Reporting Line](#)

I. POLICY STATEMENT

Seattle University is committed to providing an inclusive and nondiscriminatory campus community. The University therefore establishes the following protocol to facilitate reporting of Campus Climate Incidents; promote prompt responses and support to those impacted; and foster education, problem solving and professional development to enable a more welcoming and inclusive campus community.

II. PURPOSE & VISION

Seattle University recognizes that diversity as a matter of institutional policy is an integral component of inclusive academic excellence. Our community is enriched by the diversity and inclusion of all our students, faculty, and staff. We promote an affirming and inclusive community for all to learn, work, and live together in alignment with our University's Jesuit and Catholic mission and values.

The commitment to our value of care for the whole persons in our diverse community exists in congruence with academic excellence and protection of academic freedom. We promote the open and respectful exchange of ideas, meaningful interactions, creative and intellectual expression, and engagement with contested points of view, all of which are vital parts of our academic discourse and intellectual growth. We do this while holding each other accountable to a community standard that does not tolerate conduct that is hateful or threatening to specific individuals or groups.

Acts or behaviors of biased or harassing nature detract from the University's ability to cultivate an educational environment of robust engagement, trust, and belonging.

All members of the Seattle University community are encouraged to help create an environment free of bias and harassment by modeling honorable behavior, discouraging inappropriate conduct in others, and speaking up when one is the target of or witness to conduct that reflects bias or discriminatory harassment.



III. APPLICABILITY/RESPONSIBILITY

This protocol applies to all Seattle University students, faculty, and staff.

This protocol applies to Campus Climate Incidents where the act or behavior occurs on campus, in the context of a University program or activity, or occurs off campus and has continuing adverse effects on members of the University community.

As discussed below, not all Campus Climate Incidents constitute a violation of the law or University policy. But a Campus Climate Incident may affect the University community and individuals involved regardless of whether it violates the law or University policy. The protocol established below is therefore designed to work alongside—but not replace, supersede, nor circumvent—the University’s other procedures for addressing violations of the law or University policy.

IV. DEFINITIONS

Campus Climate Incident: Conduct or an incident that harms an individual or group within the Seattle University community (i.e., students, faculty, or staff) on the basis of one or more of their actual or perceived identities, such as, race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, or political ideology. Such conduct or incidents may contribute to creating an unsafe, negative, or unwelcoming campus climate. Importantly, a Campus Climate Incident may occur whether or not there is an intent to cause harm, and regardless of whether the incident violates law or University policy.

Campus Climate Incident Response Team: A team consisting of one representative from each of the Office of Institutional Equity, Office of Diversity and Inclusion, Department of Public Safety, Human Resources, the Office of the Dean of Students, the Office of the Provost, and other offices as appropriate and charged with reviewing and responding to reports of Campus Climate Incidents. The Campus Climate Incident Response Team is not a disciplinary body and does not determine whether a Campus Climate Incident violates the law or University policy.

V. REPORTING AND RESPONSE

- A. All Seattle University students, faculty, and staff are encouraged to promptly report Campus Climate Incidents to the Office of Institutional Equity:

Online: <https://www.seattleu.edu/equity/campus-climate-incidents/>

(Anonymous reports can be made online through the link listed above or EthicsPoint).

Email: oe@seattleu.edu

By Phone: (206) 296-2824

In-Person: Loyola Hall 300

For emergencies, call Public Safety’s 24-Hour emergency line at (206) 296-5911 or dial 911.

- B. The Office of Institutional Equity will convene the Campus Climate Incident Response Team. The Campus Climate Incident Response Team will review the report and contact the reporting party (if known) to provide support and resources. The Campus Climate Incident Response Team may seek additional information regarding the incident and offer to meet



with the reporting party or individuals responsible for the Campus Climate Incident.

C. Following its review, the Campus Climate Incident Response Team will:

- Initiate efforts to contact individuals and/or communities targeted or impacted to provide support and resources;
- Consider ways to minimize harmful impact to those individuals and/or communities;
- Identify and recommend actions to respond to Campus Climate Incidents;
- Analyze patterns and assess campus climate;
- Determine opportunities to inform educational and professional development for the University community; and
- Refer Campus Climate Incidents that allegedly violate University policy to the appropriate office.

D. Records. The Office of Institutional Equity will maintain a record of reported Campus Climate Incidents and issue an annual report that includes aggregate, de-identified data of all reported incidents.

VI. RELATED INFORMATION

Item	Description
University Links	Statement on Diversity Bias Harassment Policy Nondiscrimination Policy Redhawk Commitment & Code of Student Conduct Whistleblower Protection Sexual Harassment Policy Sexual Misconduct Policy Sexual Misconduct Guide for Faculty and Staff Sexual Misconduct Resources for Student Survivors Title IX Guidance on Non-Discrimination and Significant Assistance to Organizations and Programs
Forms	Online Reporting Form EthicsPoint Confidential Reporting Line Student Complaint Process
Related Links	Website – Campus Climate Incidents