

Inclusivity & Non-Discrimination Policy

Southern New Hampshire University, University College

Southern New Hampshire University values and promotes social diversity, inclusivity, and social justice. In order to provide an inclusive, respectful, and constructive educational environment, all members of the SNHU community will:

- Respect the varied histories, identities, ideas, and experiences of all people.
- Respect the diversity of all social groups, including race, ethnicity, sex, gender identity, gender expression, nationality, veteran status, sexual orientation, ability, age, religion, socio-economic class, and all intersections.
- Reject bigotry and discrimination of all forms, including harassment, bullying, hate speech, and non-compliance with preferred names and gender pronoun requests.

Accusations of discrimination on our campus may result in serious disciplinary action. Students are encouraged to report incidents that compromise the inclusivity and civility of our academic environments to their professors and / or to their School Dean, as follows.

- The School of Education: Belknap 100; 629-4675
- The School of Business: Webster 101; 644-3153
- The School of Arts and Sciences: Frost 103; 645-9692
- The Dean of Student Success (Exploratory Studies students): Exeter 59; 645-9630

Definitions of Types of Discrimination

Harassment

- Intentional (though sometimes subtle) intimidation, aggression, and / or coercion based on discrimination against perceived differences.

Bullying

- Intentional physical and or verbal aggression that involves an imbalance of power. Bullying may include teasing and insults intended to belittle, ostracize, and / or harm another, based on perceptions of inferiority or weakness.

Hate Speech

- Any speech, gesture, writing, or display that encourages violence or prejudice against an individual or group based on perceived membership with a social identity (often a subordinate identity) group.

Bigotry

- Intolerance towards those perceived as different or holding different views, including the refusal to comply with preferred names and / or preferred pronouns.

Incidents and Protocols: Students who feel that their classrooms are not inclusive are encouraged to adhere to protocol for voicing their concerns, as follows:

Student Complaints about Students: If a student feels that another student has violated the classroom Inclusivity and Non-Discrimination Policy, the student should request a meeting with their professor.

The professor will:

1. Hear and discuss the student's complaint within seven days of receiving meeting request.
2. Review with the student the definitions of types of discrimination (listed on this policy).
3. Develop, within seven days, an appropriate response to the complaint, using one or both of the following methods:
 - Work with the student(s) to resolve the complaint. *The professor may consult with their school Dean, the Vice President of Academic Affairs, the President's Commission for LGBTQ+ Advocacy and / or with SNHU's Chief Diversity Officer, in order to develop recommendations and / or educational resources relevant to the incident.
 - Prepare a SNHUCares ticket, in order to advocate for further intervention and support. *The SNHU Cares team will coordinate next steps and dictate follow up procedures with the student.

Student Complaints about Faculty: If a student feels a professor has violated the classroom Inclusivity and Non-Discrimination Policy, the student should request a meeting with their professor to discuss the incident. The student may request that others are present, including but not limited to other students, the Associate Dean, or the school Dean. If the student is uncomfortable discussing the matter directly, they may contact their school Dean or in the case the Dean is unavailable, the Associate Dean. *Students who have not declared a major may request a meeting with the Dean of Student Success.

The Dean will:

1. Hear and discuss the student's complaint within seven days of receiving meeting request.
2. Review with the student the definitions of types of discrimination (listed on this policy).
3. Develop an appropriate response to the complaint, within seven days. *The Dean may consult with the Vice President of Academic Affairs, the President's Commission for LGBTQ+ Advocacy and / or with SNHU's Chief Diversity Officer to inform an appropriate response to the complaint.
4. Meet as soon as possible with the student to discuss the response / recommendations as permitted by relevant laws and policies.

Appeal Process: Students who disagree with their professor's response / resolution to their complaints may submit appeals to their school Dean (or in the case the Dean is unavailable, to the Associate Dean) who will then follow the above protocol. Students who disagree with their Dean's response / resolution to their complaints may submit appeals to the Vice President of Academic Affairs (VPAA), located in ACC 107, 645-9695. Within seven days of receiving a student's appeal, the VPAA will involve the student's school Dean to support or revise the response, as follows:

- If the VPAA *supports* the response, the Dean is responsible for follow through on the recommended action within seven days.
- If the VPAA *revises* the response, the Dean is responsible for follow through on the revised action within seven days. *The VPAA may consult with the President's Commission for LGBTQ+ Advocacy, SNHU's Chief Diversity Officer and / or with Human Resources, in order to develop recommendations and / or educational resources relevant to the incident.
- If the VPAA decides that the incident warrants more serious adjudication, the VPAA will consult with other institutional officers, as needed.