

Policy for Faculty, Staff and Students

The department is committed to a climate of collaboration in the service of students. We have a zero tolerance policy for any conduct other than courtesy, civility, and respect in all of our interactions. To protect the integrity of our interactions and relations more precisely, the executive committee and I, on March 20, modified the previous policy:

Anyone who feels disrespected should bring the matter to the Chair and/or the MSO. The Chair and/or the MSO will discuss with this person an appropriate means of apology. The person who has failed to demonstrate civility and respect to members of the Department (“members” are understood as faculty, staff, and students) will be asked to apologize. There shouldn't be a second time, but if a person is discourteous or disrespectful a second time, s/he will be asked to avail him/herself of some kind of training. If a person is invited to apologize or undergo anger management training and fails to do so, a meeting will be scheduled with the dean to discuss this problem that will be noted in the personnel file. Likewise, if a person is discourteous or disrespectful a third time, a meeting will be scheduled with the dean and this pattern will be noted in the review file.