

Professional Behavior and Community Impact - 7/5/22

Subject: Professional Behavior and Community Impact

Hello Everyone,

Earlier this month there were comments made that pushed the boundary of appropriate language while on shift. The comments made were bias towards a staff members identity. Bias language is defined as language that negatively targets, intimidates, or threatens an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to, graffiti or images that harass or intimidate individuals or groups due to the above characteristics.

As you know, using inclusive language and working to create an environment where are all welcome is something our department strives for and it is my hope that you strive for that goal as well. As a staff member, it is important that you are aware and can acknowledge non-inclusive language. It is imperative as role models and representatives of this department that you actively work to build an inclusive community by helping us disrupt the narrative that events such as these create in our team. This situation has made me aware that we need to do more work and engage more thoughtfully in topics of Diversity, Equity and Inclusion in order to better ourselves and the community we serve.

Departmental expectations:

As we move forward from this, please keep in mind that small actions have a major impact. We can be proactive and not reactive to situations like this by making the following changes in our daily behaviors:

- Hold your peers accountable for their decision
- If you see something, say something.
- Speak up when you notice harm being caused to another person
- Talk with your Hall Director or another professional staff member

If you encounter any other bias related incidents please do not hesitate to report it through the bias reporting form. <https://dos.uconn.edu/bias-reporting-2/>

Please understand that when you are on shift, or walking around campus wearing your polo, you are representing our office and the university. Please ensure that your actions align with the values and mission of the university when doing so.

Kindly,

Kim K

Kim Kleszczynski

She/They

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Join my personal link: <https://uconn-cmr.webex.com/meet/kak21011>