

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Nicole Commissiong, Chief Civil Rights Officer & Title IX Coordinator
Policy Title & # (if applicable):	Community Standards Policy, 01.00.10
Submitted on Behalf Of:	Human Resources
Responsible Executive Officer:	Chief Human Resources Officer

SELECT ONE: New Policy Revision Repeal

Click the box to select

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: Yes No

If yes, which attorney(s): Jeslyn Everitt

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

Student Conduct Code, III.01.01

Prohibited Discrimination Policy, V.11.02

Grievance Procedures, Oregon Administrative Rule 571.003

Academic Freedom, 01.00.19 and Oregon Administrative Rule 580.022.0005

Freedom of Inquiry and Free Speech, 01.00.16

Proscribed Conduct, Oregon Administrative Rule 580.022.0045

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

List known statutes, regulations, policies (including unit level policies), or similar related to or impacted by the concept. Include hyperlinks where possible, excerpts when practical (e.g. a short statute), or attachments if necessary. Examples: statute that negates the need for or requires updates to an existing policy; unit level policy(ies) proposed for University-wide enactment; or existing policies used in a new, merged and updated policy.

Student Conduct Code, <https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code>

Prohibited Discrimination Policy, <https://policies.uoregon.edu/vol-5-human-resources/ch-11-human-resources-other/prohibited-discrimination-and-retaliation>

University of Oregon's Respectful Workplace Notice, <https://hr.uoregon.edu/employee-labor-relations/workplace-climate/respectful-workplace-notice>

Grievance Procedures, <https://policies.uoregon.edu/grievance-procedures>

Academic Freedom, <https://policies.uoregon.edu/node/218>

Freedom of Inquiry and Free Speech, <https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech>

Proscribed Conduct, <https://policies.uoregon.edu/proscribed-conduct>

Unions - Collective Bargaining Agreements, <https://hr.uoregon.edu/employee-labor-relations/uo-bargaining-units-cbas>

Respectful Workplace Notice, <https://hr.uoregon.edu/employee-labor-relations/workplace-climate/respectful-workplace-notice>

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

This policy has not been reviewed since institutional governance under the UO Board of Trustees was implemented and a new policy library and taxonomy were adopted.

AFFECTED PARTIES

Who is impacted by this change, and how?

All members of the UO community, including students, faculty, staff, and others affiliated with the University. Members of the UO community who fail to meet the expectations set forth in this policy are subject to discipline.

CONSULTED STAKEHOLDERS

Which offices/departments have reviewed your concept and are they confirmed as supportive? (Please do not provide a list of every individual consulted. Remain focused on stakeholders (e.g. ASUO, Office of the Provost, Registrar, Title IX Coordinator, etc.).)

Name	Office	Date
ASUO		June 2021
OA Council		June 2021
Division of Equity and Inclusion		November 2021
Faculty Senate		November 2021 and January & February 2022
HR workgroup, including union reps		May-June 2021
Human Resources		April 2022
OICRC		April 2022

Reason for Policy

To set forth and affirm ~~a clear~~ [the standards for behavior that promote an inclusive](#) and ~~elegant statement of common~~ [respectful university](#) community ~~standards~~.

Entities Affected by this Policy

[All members of the UO community, including students, faculty, staff, and others affiliated with the University.](#)

Web Site Address for this Policy

<http://policies.uoregon.edu/policy/by/1/01-administration-and-governance/community-standards-affirmation>

Responsible Office

For questions about this policy, please contact the [Office of Human Resources at 541-346-3159 or uoelr@uoregon.edu](#). ~~Provost's Office at 541-346-3186 or provost@uoregon.edu.~~

Enactment & Revision History

08 February 2010 - Policy number revised from 1.000 to 01.00.10

13 April 2000 - Approved by the university president's Small Executive Staff and Promulgated as Policy

12 April 2000 - Unanimously endorsed by the University Senate

March 29 2000 - Unanimously endorsed by the Faculty Advisory Council and endorsed by vote of 13-3 by the Student Senate

Policy

The University of Oregon ~~community is dedicated~~ [affirms its commitment](#) to the advancement of knowledge and ~~the development of integrity. In order to thrive and excel, this community must preserve the freedom of thought and expression of all its members. The University of Oregon has a long and illustrious history in the area of academic freedom and freedom of speech.~~ [promotion of respect for all.](#) A culture of respect [and inclusion, both in-person and in online forums](#), that honors the rights, safety, dignity, and worth of every individual is essential [for this community to preserve such](#) ~~thrive and excel. The university further affirms its~~

[commitment to the freedom](#) ~~We affirm our respect for the rights and well-being of thought and expression~~ of all [its](#) members.

We further affirm our commitment to:

- ~~Practice personal and academic integrity and expect it from others.~~
- [Respect-Value](#) the [rights](#), dignity, and essential worth of all individuals.
- ~~Promote a culture of respect throughout the University community.~~
- Respect the privacy, property, and freedom of others.
- Reject bigotry, discrimination, violence, or intimidation of any kind.
- ~~Practice personal and academic integrity and expect it from others.~~
- [Promote the diversity of opinions, ideas, and backgrounds that contribute to meaningful intellectual discourse.](#) ~~which is the lifeblood of the university~~
- [Foster equity and inclusion in pursuit a welcoming, safe, and respectful community.](#)

Related Resources

~~NA~~

[Related Policies and Procedures](#)

[Student Conduct Code](#)

[Unions - Collective Bargaining Agreements](#)

[Respectful Workplace Notice](#)

[Prohibited Discrimination and Retaliation Policy](#)

[Academic Freedom](#)

[Freedom of Inquiry and Free Speech](#)

[Proscribed Conduct](#)

[Grievance Procedures](#)

[Miscellaneous Information](#)

[Support Resources](#)

[Senate Resolution against Racism](#)

[Employee Learning and Development Resources](#)