

DIVERSITY AT MONMOUTH

Monmouth University believes in diversity and creating an inclusive community. It draws much of its energy from a diverse student body that comes from approximately 30 states and 30 nations.

Monmouth University strives to promote an atmosphere that encourages and celebrates our differences with mutual respect and understanding.



MONMOUTH PHILOSOPHY AND POLICY STATEMENT

Monmouth University affirms the inestimable worth and dignity of every individual, regardless of his or her condition in life. We affirm, further, the right of each person to develop to his or her full potential and to be judged on the basis of personal accomplishments. Finally, we believe that the achievement of full humanity is enhanced by the experience of the human family.

Monmouth University, through this philosophy and policy statement, seeks to create a pluralistic community in which people:

- *are accepted and judged as individuals, independent of ancestry, social and economic background, sexual orientation, age, gender, physical characteristics, or personal beliefs;*
- *may freely engage in constructive academic dialogue and debate in classrooms and public halls, and pursue their social and private lives, uninhibited by discrimination, disruption, or harassment in any form; and*
- *value, respect, and draw their intellectual strength from the rich diversity of other peoples of different races, cultures, religions, nationalities, and beliefs.*

This affirmation and commitment will guide us in the challenging times ahead as we strive to achieve excellence in service, teaching, and scholarship.

PROCEDURES FOR REPORTING BIAS/HATE CRIMES AND INCIDENTS



OFFICE OF EQUITY & DIVERSITY

**MONMOUTH
UNIVERSITY**

THE OFFICE OF
EQUITY AND DIVERSITY
400 Cedar Avenue
West Long Branch, NJ 07764-1898
732-571-7577

POLICY/PROCEDURES

Whenever there is an occurrence of an act of bias/hate or intolerance involving the University community on or off-campus, the procedures listed below should be followed. These procedures are meant to be general guidelines for actions to help maximize the safety and well-being of the affected individuals, the well-being of the community, and to disseminate information regarding the incident to the campus community as soon as possible.

An individual or group who discovers, witnesses, or learns of an event that appears to be a bias incident or hate crime shall immediately notify the University Police at x4444.

Write down as much information as possible to document what was discovered, witnessed or learned.

Be available to speak with the appropriate authority about the incident.

Every case investigated by the University Police as a bias incident or bias crime is done with the assistance and under the supervision of the Monmouth County Prosecutor's Office. A Bias Incident Offense Report is submitted to the Monmouth County Prosecutor's Office, Bias Crime Unit and the NJ Division of Criminal Justice of Bias Crime and Community Relations. When necessary, a follow up investigation is conducted by the Monmouth University Detective Bureau with assistance from the Monmouth County Prosecutor's Office if needed. The University Police will notify the appropriate Area Vice President (s) of the incident.

The appropriate Area Vice President will notify and/or convene with others in the administration as warranted by the incident. Discussion should include any appropriate action that should occur including whether information regarding the incident must be immediately disseminated to the campus community.

REPORTING CONTACTS

Any member of the Monmouth University community may report bias, hate crimes and incidents, and/or discrimination, sexual harassment to the Director of the Office of Equity and Diversity, the Vice President for Administrative Services or the Provost/Vice President for Academic Affairs. Students may also report violations to the Vice President for Student Life and Leadership Engagement.

<i>Name</i>	<i>Location/Number</i>
Nina M. Anderson <i>Director of the Office of Equity and Diversity</i> ADA/504 Coordinator Title IX Coordinator	Wilson Hall Room 304 732-571-7577
Mrs. Patricia Swannack <i>Vice President for Administrative Services</i>	Facilities Management Building 732-571-3546
Mrs. Mary Anne Nagy <i>Vice President for Student Life and Leadership Engagement</i>	Student Center Room 207, 2d floor 732-571-3417
Dr. Laura Moriarty <i>Provost/Vice President for Academic Affairs</i>	Wilson Hall Room 211 732-571-3405

RESOURCES

University Police Reporting Bias/Hate Crimes

732-571-4444

<http://www.monmouth.edu/resources/MUPD/bias.asp>

Counseling & Psychological Services

732-571-7517

http://www.monmouth.edu/campus_life/counseling/default.asp

Diversity at Monmouth Website

<http://www.monmouth.edu/resources/HR/HRAC/default.asp>

Office of Equity and Diversity

732-571-7577

<http://www.monmouth.edu/OED>

Disability Services for Students

732-571-3460

http://www.monmouth.edu/academics/CSS/disability_services/default.asp

Residential Life

732-571-3465

http://www.monmouth.edu/campus_life/res_life/default.asp