



## MSU TOLERANCE AND CIVILITY POLICY UPDATE PROPOSAL

### OVERVIEW

The Michigan State University (MSU) Women's Advisory Committee for Support Staff (WACSS) is pleased to submit this proposal to update the University-wide Tolerance and Civility policy to support efforts in achieving a more inclusive campus community. As we know, policy influences behavior, supports accountability efforts, and brings clarity to behavioral norms and expectations, creating a unified and aligned campus culture. A best practice is to review and update policies and procedures regularly. The University-wide Tolerance and Civility policy was last updated on April 4, 2010 and presents us an opportunity to review and update. We plan to partner with necessary campus stakeholders to update the policy, providing a comprehensive understanding of what behavior is acceptable at MSU, regardless of affiliation. WACSS supports continuous improvement and a culture of equality, equity, engagement, and inclusion; and is committed to supporting the diversity, equity and inclusion efforts of the institution in any manner possible.

### The Opportunity

Results from the [2018 MSU Campus Climate Survey](#) provides an opportunity to implement a comprehensive, robust, and unit-wide policy for faculty, staff, students, registered student organizations, student governing bodies, colleges, departments, major administrative units, and to the University's contractors in the execution of their University contracts or engagements that advances MSU's focus on diversity, equity and inclusion and commitment to fostering a more inclusive campus community.

### The Objective

In collaboration, deliver an updated University-wide Tolerance and Civility policy to the MSU campus community that reflects the vision and ongoing commitment to diversity, equity, and inclusion; and provides a comprehensive understanding of campus behavioral norms and expectations regardless of campus affiliation that strengthens community and accountability efforts. Objectives include the following:

- Update policy and policy title
- Ensure a detailed and comprehensive policy
- Directly address outcomes of the 2018 MSU Campus Climate Survey
- Increase awareness, understanding, alignment and accountability to MSU's values and behavioral norms.
- Demonstrate zero-tolerance of behaviors that do not contribute to an inclusive community