

Housing and Residential Life

A Division of Student Affairs

Student Rights and Support Resources in Response to Bias Motivated Incidents in the Residence Hall

Guiding Principle

Residence Halls are communities that are intentionally designed to promote student learning and development from faculty, staff and peers. In residential communities, learning is enhanced when students play an active role in creating and maintaining communities so all members feel safe and valued, and when they take responsibility for the community's success in achieving its goals. It is essential that the students who are a part of this community participate in all facets of the community living experience and therefore learn to take responsibility for developing the values and standards and their behaviors and actions within it. The community should be inclusive, reflecting the values of the University, not merely being aware of the differences but coming to learn about, appreciate and respect the differences among each of its members.

Housing and Residential Life is committed to an inclusive, sensitive, socially just and humane community in our residence halls. We pledge to work collectively to examine our values and conduct, and to question those values when they reflect an origin of fear, anger, or ignorance. Acts of bigotry are acts of hatred against us all, and they will not be condoned or tolerated. We must all share in the responsibility of confronting unacceptable behavior, and in providing an example of involved citizenship. *-Excerpted from the Living at Michigan-Flint Credo*

Students have the right to be treated fairly and with dignity regardless of race, ethnicity, color, mental or physical disability or handicap, religion, national origin, gender identity and/or expression, sex, or sexual orientation.

Some hate incidents may not be legally classified as hate crimes under federal law. Housing and Residential Life recognizes the severity of all hate incidents as an affront to our community and will therefore take action in all cases regardless of their status under federal and state laws. The appropriate authorities will determine if a hate incident meets the legal classification of a hate crime and will follow-up accordingly.

Rights of the Victim

- You have a right to be free from intimidation, physical and/or emotional harm.
- You have the right to have any bias motivated incidents against you treated seriously and you have the right to be treated with dignity.
- You have the right to know all the options available for reporting a bias motivated incident.
- You have the right to request and receive information about the investigation.
- You have the right to consultation with Housing and Residential Life staff before any personal and community follow-up occurs.