

Prohibition of Hate Acts, Hate Speech and Bias Policy

Cabrini University seeks to foster and maintain a community of mutual respect and concern for all of its members. The University also expects all members of the Cabrini community to conduct themselves in a manner consistent with the Cabrini Mission Statement and its Core Values as described in the Community Standards for Student Conduct, the Faculty Handbook, and the Staff Handbook.

Approved by the Board of Trustees in October 2021.

Policy prohibiting the use of hate acts, hate speech and bias

Cabrini University condemns hate speech and/or symbols in written, visual or electronic forms, including slurs, epithets, racial, ethnic, sexual and religious messages that target characteristics of persons or groups in Protected Classes* as defined by federal, state or local law and/or threaten physical and/or psychological safety, and/or the Cabrini Mission, core values and/or principles of diversity, equity and inclusion (DEI). While the content of speech or expression is not by itself a basis for disciplinary action, University officials have the right to investigate incidents that may be deemed in violation of this policy and render judgment on a case-by-case basis. Speech or behaviors may be subject to discipline when it violates applicable laws or University regulations or policies.

- https://www.splcenter.org/sites/default/files/2018-whose_heritage-community_action_guide.pdf

- <https://www.adl.org/media/13525/download>

*(Protected classes From EEOC: <https://www.eeoc.gov/employers/small-business/3-who-protected-employment-discrimination>)

Applicants, employees and former employees are protected from employment discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age (40 or older), disability and genetic information (including family medical history).

Cabrini University employees or students can submit a confidential or anonymous bias-related incident report on EthicsPoint, a comprehensive reporting tool that assists Cabrini University administration to address issues related to bias, racism or discrimination, fraud, abuse, or other misconduct.

We encourage Cabrini University community members to resolve conflicts at the lowest level or with those closest to you whom you trust whenever it is safe and possible to do so. We also understand that this may not always be possible. In the event that you experience or observe

acts of hate, hate speech or bias, as defined in the above stated Policy, and want to report it, please submit an anonymous or confidential bias related report here on EthicsPoint: <https://www.cabrini.edu/about/diversity-equity-inclusion>

An anonymous report means that we will not have any identifying information about the person who submitted the report. An anonymous report can only be investigated thoroughly if there is enough information provided. In contrast, a confidential report allows the EthicsPoint administrators to follow up with the person who submitted the report, and support an equitable and restorative process for addressing matters of acts of hate, hate speech, bias and/or discrimination.

**In the event of a life-threatening emergency, please call 911 immediately.*