

RACISM

What it is and what to do
when it occurs



**It's tearing us apart.
It won't be tolerated.**



For Students and Employees of
Minnesota State University Moorhead

Racism is the prejudgment of persons based on race. It includes attitudes and actions which are largely the result of stereotypes which categorize individuals in negative or restrictive fashions. Racism may range in severity from racist remarks to physical battery or assault. It can occur between or among any individuals in the University community, including faculty, supervisors, employees, coworkers, and students. The following list illustrates several forms of racial harassment:

- (1) Racist remarks or behavior
- (2) Jokes of a racist nature
- (3) Verbal insults — including loud, derogatory or obscene remarks or slurs
- (4) Physical battery or assault because of race

A violation of law and University policy

Acts of racism create an environment contrary to the goals and mission of the University. Minnesota State University Moorhead will not tolerate such acts. These acts may also constitute criminal behavior within society at large and are also acts which subject an individual to complaints and disciplinary or other corrective action under the Minnesota State Colleges and Universities complaint procedure or University Student Conduct Code.

Under the University Student Conduct Code, students are expected to respect the rights and privileges of others. Violence and actions endangering the safety of persons and property will result in disciplinary action. Activities which lead to physical injury, intimidation, or humiliation of individuals are prohibited. Respect for the rights and authority of on-duty University staff must be maintained. The Minnesota State Colleges and Universities are committed to ensuring an educational and employment environment where students, faculty and staff can learn and develop to their full potential. Racial discrimination/harassment is an impermissible behavior which has no place in a learning or work environment.

Minnesota State University Moorhead is committed to providing an antiracist environment and one which celebrates diversity and differences in the University community. The University seeks to provide an open and caring community and continues to seek ways to enhance diversity and eliminate discriminating/harassing and offensive behaviors.

Examples of racist attitudes, remarks or behaviors:

- Dave is sure that he is not a racist. In fact, he has never associated with any persons of color. He is certain, however, that blacks are all on welfare and that Indians receive houses and money from the government.
- Beth complains to her classmates about “unfair competition” from Asian students in her classes.
- Professor Grant tells his classes that any black with a college degree is certain to get a high paying job at graduation.
- When Sue sees a tall, black male on campus she says he must be on the basketball team.
- Louise enjoys telling ethnic and racial jokes to her roommates. She avoids jokes aimed at groups having individuals who are present. However, those who are present understand that her jokes are really about them.
- Graffiti appearing on walls, desks, tables or other public property may be considered racial harassment.
- Professor Smith asks only Indian students to react to the controversy over Indian nicknames, or mascots on some college campuses.
- Jim feels that he must talk loudly to students of color because they don’t understand English.
- Bob knows that all blacks have rhythm and can dance.
- Professor Smith tells students that the minority faculty member in his department got the job because of his race and affirmative action.
- John refers his roommate to the counseling center for remedial help because he knows that minority students always need help to stay in school.
- Betty mistrusts Middle Eastern students because everyone knows they cheat.

Minnesota State University Moorhead is an equal opportunity educator & employer and is a member of the Minnesota State Colleges & Universities System. This information will be made available in alternate format upon request by contacting Disability Services at 218.477.2131 (voice) or 1.800.627.3529 (MRS/TTY).

What to do if you feel you are a victim of racial discrimination/harassment or if you observe acts of racial discrimination/harassment

1. Tell the person that his or her actions are personally offensive. While each individual must decide how to respond, confronting the individual can be very effective.
2. Contact University people or community agencies who can help you. See below for names and phone numbers. A friend, staff or faculty member may accompany you.
3. Report criminal behavior.
4. Campus incidents may lead to complaints or grievances. Check with the Affirmative Action Officer or Director of Student Conduct and Resolution to review procedures.
5. Talk with a member of the counseling center staff, your hall director, academic advisor, or R.A.

Retaliation

No retaliation, including reprisal, intimidation, or harassment directed towards anyone who makes a complaint of racial discrimination/harassment will be tolerated by Minnesota State Colleges and Universities or its institutions, including Minnesota State University Moorhead. Such retaliation is also prohibited by state law. Any individual who intentionally engages in retaliation against any person who reports alleged racial discrimination/harassment or who intentionally engages in retaliation against any person who assists or participates in any manner in an investigation or process in relation to a racial discrimination/harassment complaint, regardless of whether a claim is substantiated, shall be subject to disciplinary or other corrective action, as appropriate.

HOTLINE 235-7335
 Police 911
 Fargo 241-1437
 Moorhead 299-5120



This brochure is not intended to modify the formal Minnesota State Colleges and Universities Policy Statements. Copies of the formal statements are available from the Director of Student Conduct and Resolution, Owens 206, 477-2174 (Voice), or at www.mnstate.edu/affirm.

Minnesota State University Moorhead is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or student access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, or sexual orientation. In addition, discrimination in employment based on or membership or activity in a local commission as defined by law is prohibited.

Where to go for help

Persons at Minnesota State University Moorhead who have been the subject of racism or who have witnessed others being subjected to racism can contact any of the following University resources for assistance. These people can listen, answer your questions and discuss your options.

- **Ashley Atteberry**, Director of Student Conduct & Resolution, Owens 206 477-2174
- **Greg Lemke**, Director of Public Safety, 1616 9th Ave. S 477-5869
- **Donna Brown**, Diversity & Inclusion, CMU 114 477-2721
- **Janet Hohenstein**, International Student Affairs, CMU 229 477-2940
- **Public Safety**, (available 24 hours a day) 1616 9th Ave. S 477-2449
- **Counseling Center**, Bridges 260 477-2227
- **TTY Communication**, Contact MN Relay Service at 1-800-627-3529