

Deleted: Affirmation

Reason for Policy

To set the standards for behavior that promote an inclusive and respectful university community.

Deleted: forth and affirm a clear and cogent statement of common community

Deleted: ¶

Entities Affected by this Policy

All members of the UO community, including students, faculty, staff, and others affiliated with the University.

Formatted: No underline

Web Site Address for this Policy

<http://policies.uoregon.edu/policy/by/1/01-administration-and-governance/community-standards-affirmation>

Responsible Office

For questions about this policy, please contact the Provost's Office at 541-346-3186 or provost@uoregon.edu.

Deleted: community is dedicated

Commented [KP1]: Not exactly sure of the meaning/intent of this phrase in this context – whose integrity are we developing, and is integrity not something we expect community members to already have and value?

Commented [KP2]: The phrasing of this sentence reads to me as if the culture of respect is in service to preserving freedom of speech and academic freedom, and not the primary value of our community standards.

That, and the fact that the majority of this opening paragraph is about academic freedom / free speech, seems off-balance given that we have 2 other policies specifically regarding academic freedom and free speech. (<https://policies.uoregon.edu/content/academic-freedom-0>: <https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech>) Could this paragraph speak more directly to the standards we are holding everyone accountable to, and which are enumerated in the listing below? Here's a proposed edit which retains most of the current wording:

The University of Oregon affirms its commitment to the advancement of knowledge and the promotion of respect for all without discrimination. A culture of respect and inclusion, both in-person and in online forums, that honors the rights, safety, dignity and worth of every individual is essential for this community to thrive and excel. The University of Oregon further affirms its commitment to the freedom of thought and expression of all its members.

Enactment & Revision History

08 February 2010 - Policy number revised from 1.000 to 01.00.10

13 April 2000 - Approved by the university president's Small Executive Staff and Promulgated as Policy

12 April 2000 - Unanimously endorsed by the University Senate

March 29 2000 - Unanimously endorsed by the Faculty Advisory Council and endorsed by vote of 13-3 by the Student Senate

Policy

The University of Oregon affirms its commitment to the advancement of knowledge, promotion of respect, and the development of integrity. In order to thrive and excel, this community must preserve the freedom of thought and expression of all its members. The University of Oregon has a long and illustrious history in the area of academic freedom and freedom of speech. A culture of respect and inclusion, both in-person and in online forums, that honors the rights, safety, dignity and worth of every individual is essential to preserve such freedom.

Deleted: We affirm our respect for the rights and well-being of all members.

Deleted: We further affirm our commitment

Members of the University of Oregon community are expected to:

University of Oregon Policy 01.00.10
Community Standards Policy
Page 2 of 2

- Respect the rights, dignity, essential worth, and well-being of all individuals.
- Practice personal and academic integrity and expect it from others.
- Value the passions, aspirations, individuality, and success of students, faculty, and staff.
- Promote academic freedom, creative expression, and intellectual discourse.
- Foster equity and inclusion in pursuit of a welcoming, safe, and respectful community.
- Respect the privacy, property, and freedom of others.
- Reject bigotry, discrimination, violence, or intimidation of any kind.
- Comply with all applicable student or workplace expectations, including those contained in the Student Conduct Code, University and unit-level policies, relevant collective bargaining agreements, and the annual respectful workplace notice.

Deleted: Affirmation

Deleted: essential worth

Moved (insertion) [1]

Deleted: Promote a culture of respect throughout the University community.

Moved up [1]: <#>Practice personal and academic integrity and expect it from others.¶

Deleted: <#>Promote the diversity of opinions, ideas and backgrounds which is the lifeblood of the university.

Related Resources

[University of Oregon's Respectful Workplace Notice](#)

[Student Conduct Code](#)

[UO Policy Library](#)

[Collective Bargaining Agreements](#)

[Prohibited Discrimination Policy](#)

Commented [KP3]: If this isn't the same thing, suggest including this link:
<https://hr.uoregon.edu/learning-development/workplace-harassment-discrimination-prevention>

Deleted: NA

Commented [CM4]: Jeslyn to look for additional resources to include.

Commented [KP5R4]: Could also include:
<https://policies.uoregon.edu/content/academic-freedom-0>

<https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech>

<https://senate.uoregon.edu/senate-motions/us1920-18-resolution-against-racism-and-systemic-oppression>

<https://president.uoregon.edu/free-expression>

<https://www.uoregon.edu/our-mission>