



## Delaware State University

**University Area(s) Responsible:** Human Resources

**Procedure Number & Name:** 04-43 Civility Policy

**Approval Date:** 10/10/16

**Next Review Date:** 10/10/18

### **I. Purpose**

As an institution of higher education, Delaware State University (the “University”) is dedicated to the pursuit of intellectual curiosity and inquiry in the multitude of forms in which it can manifest itself. Commensurate with our acceptance of intellectual freedom is a necessary recognition of the natural diversity of the University community, the importance of respecting the rights and opinions of others and the ability to disagree with others without being disagreeable. Consequently, faculty, staff and students are expected, at all times, to interact with one another in a respectful and civil manner, to conduct themselves in a way that does not intentionally disparage or defame others, or seek to impose emotional or physical harm, and values each individual’s opinion, perspective and their respective contribution to the University community.

### **II. Scope**

This policy applies to all faculty, staff, students, contractors and visitors at the University.

### **III. Expected Behavior**

All members of the University community including visitors thereto, are expected to treat other community members with civility and respect, recognizing that disagreement and informed debate are valued in an academic setting, and are necessary to a productive learning and working environment.

### **IV. Unacceptable Behavior**

Demeaning, intimidating, threatening, bullying or violent behaviors that, among other things, negatively affect the ability to learn, work or live at the University depart from the basic expectations of civility and respect that is critical in an academic environment. These behaviors have no place in the University community.

### **V. Violence**

Violence is a behavior that causes harm to a person or damage to property or causes fear for one’s safety or the safety of others. Examples of violent behavior include physical contact that is harmful and expression of intent to cause physical harm. Such behavior is unacceptable and strictly prohibited by University policy.

## **VI. Violation**

A University community member who displays inappropriate conduct is subject to disciplinary action up to and including termination of employment from the University, in the case of University employees or appropriate disciplinary sanctions in the case of students.