



How to Foster an Inclusive Campus Environment

G X U L Q J W K H ' H F H P E H U 3 + R O L G D \ 6 H D V R

Consider...

- x 2 X U F R P P X Q L W \ L V G L Y H U V H L Q P X O W L S O H Z D \ V L Q F O X G L Q J D F V H [X D O R U L H Q W D W L R Q V R F L R H F R Q R P L F E D F N J U R X Q G D E L O L W
- x (Q J D J H P H Q W Z L W K G L Y H U V H S H R S O H V D Q G F X O W X U D O S H U V S H F V S H U V S H F W L Y H V F D Q I R V W H U J U H D W H U L Q W H U F X O W X U D O F R P S H
- x * L Y O @ a € \$ Ð € À Q W H Q W L R Q D O O \ F R Q W U L E X W H W R D V H Q V H R I H [F C
- x 5 H F R J Q L] L Q J W K H Y D U L H W \ R I F H O H E U D W L R Q V D Q G K R O L G D \ V R I W K U R X J K R X W W K H \ H D U F D Q F R Q W U L E X W H W R P H P E H U V R I R X U L Q F O X V L R Q D Q G E H O R Q J L Q J ± W K L V D O V R V L J Q D O V R X U D F F H S W R X U F R P

P X Q L W \ L Q D P H D Q L Q J I X O Z D \

- x ([D P S O H V R I G L Y H U V H I D L W K D Q G F X O W X U D O R L Q F D W U F R O V W K D W . Z D Q] D D \$ I U L F D Q \$ P H U L F D Q 3 D Q F K D * D Q D S D W L + D Q L G X U + D Q X 0 X V O L P G H S H Q G L Q J R Q W K H F D O H Q G D U \ H D U D V Z H O O D V & K

Frequently Asked Questions

: K D W L V ' D O K R X V L H \ V S R O L F \ R Q K R O L G D \ F H O H E U D W L R Q V "

- x ' D O K R X V L H G R H V Q R W K D Y H D S R O L F \ R Q Z K H W K H U D Q G K R Z R X U L W X D O V V \ P E R O V D Q G J D P H V
 - o 2 X U \ H D U R F X X Q I G V R Q I R V W H U L Q J D Q D W P R V S K H U H W K D W H Q G L D O R J X H U D W K H U W K D Q L J Q R U D Q F H G L V L Q W H U H V W D Q G
 - o Ask yourself: ' R H V V R P H R Q H F R Q V X O W ' D O K R X V K H I P F D Q L W D D W F D O D R I U H O L J L R X V R F F D V L R Q V D Q G F X O W X U D O G D W H V L P S R U W D

0 R V D L F F O O M S G D U Z Z Z G D O F D G H S W G D O U H V S H F W D E R X W F D O H Q G D U K W P O

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Can I wish people a Merry or Happy Christmas?

x 2I FRXUVH

- o *HQHUUOO\ KRZHYHU \RX ZLOO KHDU KDSS\ KROLGD\V DV F LQ RXU FRPPXQLW\ FHOHEUDWH &KULVWPDV EXW ZLOO KDYH RFFDVLQRQV DW WKLV WLP
- o Ask yourself: 'R \RX ZLVK SHRSOH D +DSS\ +DQXNNDK 5DPDGDQ. FHOHEUDWLQJ RU REVHUYLQJ"

Can I put up a Christmas tree or decorations in my office?

x 7DNH WKH DSSURDFK RI VXSSRUWLQJ WKH ULJKWV RI DOO LQGLY SUDFWLFHV DQG ULWXDOV H J SXWWLQJ XS &KULVWPDV WUHH LV WKRXJKWIXO DQG LQFOXVLYH RI WKH GLYHUVH LGHQWLWLHV

- o 'HSDUWPHQW +HDGV DQG 'LUHFWRUV FDQ KHOS FUHDWH DQ PLQGIXO WKDW WKHUH LV URRP IRU FHOHEUDWLRQ RI ULWX GLYHUVH FXOWXUHV DQG UHOLJLRQV LQ FRQVXOWDWLRQ Z UHOLJLRXV JURXS
- o Ask yourself: ³+RZ FDQ ZHHGHFRUQH] FXOWXUDO DQG UHOLJLRXV H DXWKHQWLF ZD\ WR MX[WDSRVH ZLWK PRUH PDLQVWUHP

Can our department or group organize a Christmas events or games?

x ,QGLYLGXDOV RU JURXS ZKR ZDQW WR SODQ D KROLGD\ HYHQW FRQVXOW ZLWK WKHLU 'HSDUWPHQW +HDG WR HQVXUH WKDW WK LI JLIWV DUH LQYROYHG UHFRJQL]H GLIIHUHQW KROLGD\ KDSS LQ RU RXW RI SDUWLFLSDWLRQ UDLVLQJ DZDUHQHV DERXW FX

- o 5HVSHFW WKRVH ZKR FKRRVH QRW WR SDUWLFLSDWH ZLWK
- o Ask yourself: \$P , PDNLQJ DQ DVVXPSWLRQ WKDW HYHU\RQH LQ W PDLQVWUHP GRPLQDQW FXOWXUDO QRUPV" +RZ FDQ ZH H EHFRPH DZDUH RI SUDFWLFHV DVVRFLDWHG ZLWK GRPLQDQ WKH\ FDQ IXOO\ SDUWLFLSDWH LI WKH\ FKRRVH"

What is our obligation to provide faith-based and culture-based accommodations?

x :H KDYH DQ REOLJDWLRQ DFRBROGDWHLQJ DVRODQZRUNSODFH PHPEHUV RI RXU FRPPXQLW\ DUH IUHH IURP GLVFULPLQDWLRQ

- o :H VKRXOG VWULYH WR EH SURDFWLYH LQ DOORZLQJ IOH[LE H[SHFWDWLRQV VR SHRSOH FDQ REVHUYH IDLWK EDVHG RFF SHQDOL]HG RU GLVFULPLQDWHG DJDLQVW
- o Ask yourself: \$UH OHDGHUV DQG LQGLYLGXDOV ZLWKLQ JURXS D HPROHDVQ VWZLGHFRXWOLQH RXU ULJKWV DQG REOLJDWLR ZRUNSODFH DQG DFDGHPLF HQYLURQPHQW WKDW LV IUHH IU