

## **Faculty Senate Resolution #14-75**

Approved by the Faculty Senate: October 7, 2014

Editorial correction: November 5, 2014

Accepted by the Chancellor: November 6, 2014 ([with suggested edits](#) included below)

# **Resolution Condemning Expressions of Hate and Supporting Diversity across our University Community**

**WHEREAS**, the Diversity Goal of East Carolina University commits the institution to “enriching the lives of students, faculty, and staff by providing a diverse academic community where the exchange of ideas, knowledge, and perspectives is an active part of living and learning;” and

**WHEREAS**, the University Diversity Vision recognizes that “diversity and respect for human difference within the academe is a key source of intellectual vitality and innovative spirit;” and

**WHEREAS**, the University’s Creed calls our community members to act with personal and academic integrity; respect and appreciate the diversity of our people, ideas, and opinions; be responsible in words and actions; and engage in purposeful citizenship by serving as positive role models; and

**WHEREAS**, the recently approved Strategic Plan of the University pledges to make ECU “a national model for campus safety and the safest campus in the UNC system;” and

**WHEREAS**, the individual actions by members of the East Carolina community compromise the reputation, sense of safety, and dignity of the entire community; and

**WHEREAS**, such acts of hatred threaten to the very existence of the University as an institution rooted in traditions and practices of reasoned, respectful, and ennobling discourse.

**THEREFORE BE IT RESOLVED**, that members of the Faculty Senate of East Carolina University roundly condemn acts motivated by hatred on campus, in the broader community, and around the globe.

**BE IT FURTHER RESOLVED**, that the Faculty Senate urges all faculty members, staff, and students to engage in thoughtful dialogue, wherever possible and in the true spirit of diversity, about hate crimes on and near ECU with the goal of fostering respect for all people and ensuring a safe environment for learning and working and to continue constructive dialog in the future.

**BE IT FURTHER RESOLVED**, that the Faculty Senate strongly urges the University administration to train the appropriate personnel including law enforcement to recognize and report hate crimes, to employ its full powers to investigate such crimes, to pursue all legal remedies, to sanction parties who violate the university Racial and Ethnic Harassment Policy or participate in the harassment of people based on religion, gender or sexual orientation, to report such incidents in the University’s yearly safety report, and to report to the Faculty Senate about the disposition of investigations and actions as soon as practical.

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Suggested edits:

**BE IT FURTHER RESOLVED**, that the Faculty Senate strongly urges the University administration to train the appropriate personnel including law enforcement to recognize and report hate crimes, to employ its full powers to investigate such crimes, to pursue all legal remedies, to sanction parties who violate the ~~University Racial and Ethnic Harassment~~ **Nondiscrimination Policy and other related policies and regulations by participating or participate** in the harassment of people based on **University protected classes religion, gender or sexual orientation**, to report such incidents in the University's yearly safety report as required by the Clery Act, and to report to the Faculty Senate **consistent with the requirements in the *ECU Faculty Manual*, Part XII, Section IV: "Grievance Procedures for Complaints of Unlawful or Prohibited Harassment, Discrimination or Improper Relationships Brought Against East Carolina Faculty**

**Members or Administrators Holding Faculty Status," Number V: Annual Report.**  
~~about the disposition of investigations and actions as soon as practical.~~

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