

Academic Support Statement on Bias and Prejudice

The culture of the Academic Support office is one that values integrity and mutual respect. In order for all students to be able to participate in or realize the intended benefits of Academic Support services, employees have a responsibility to cultivate and protect a welcoming learning environment.

According to the AU Code of Student Conduct, “**any form of discrimination or harassment related to a student’s race, color, sex (which includes sexual orientation, gender identity, and gender expression), religion, national origin, age or disability (protected classes) is a violation of University policy.**”

In order to minimize disruption and harm in our community, Academic Support services will not accept the presence of any physical, verbal, graphic, written, or electronic representations of language or images that create a hostile or intimidating environment. Additionally, **insults related to ability, appearance, culture, gender, home language, race, ethnicity, religion, sexual orientation or social class will not be tolerated in Academic Support spaces.**

Academic Support Code of Representation for Student Employees

This Academic Support code of representation is informed by nationally recognized recommendations for policies rooted in equitable educational access that do not reinforce gender stereotypes or increase marginalization or oppression of any group based on race, gender, ethnicity, religion, sexual orientation, household income, gender identity or cultural observance.

In regards to dress, certain body parts must be covered for **all** employees. Clothes must be worn in a way such that genitals, buttocks, and nipples are covered with opaque material.

Academic Support employees **must** wear:

- shirt,
- bottom (pants/sweatpants/shorts/skirt/dress/leggings),
- and shoes of some kind.

Regarding both dress and image (in person or online), Academic Support employees **cannot** wear or display:

- violent language or images.
- language or images depicting drugs or alcohol (or any illegal item or activity) or the use of same.
- hate speech, profanity, or pornography.
- language or images that create a hostile or intimidating environment based on any protected class. Protected classes include: race, color, national origin, religion, gender, age, citizenship status, or genetic information.
- visible underwear (Visible waistbands or straps on undergarments worn under other clothing are *not* a violation.)

When it is technologically possible and employees are delivering Academic Support services online, it is expected that an official Academic Support digital background be used. If the technology you are using makes that impossible, it is expected that every effort is made to have a plain background and that the above restrictions are considered, regardless of location.