



**NO. 1011     DIVERSITY AND CIVILITY**

- 1.0 Diversity. OCCC is committed to creating, supporting, and sustaining a diverse community, with students, faculty, and staff members who are representative of our region, nation, and world.
  - 1.1 OCCC recognizes that diversity is critical in the preparation of students to be effective in an increasingly globalized and interconnected world.
  - 1.2 All members of the OCCC community share a responsibility for creating and fostering an environment where diversity and differences are respected, equity is sought, and inclusiveness is practiced.
- 2.0 Civility and Mutual Respect. It is the policy of OCCC to foster an environment that maximizes student learning and employee performance, and a climate of civility among faculty, staff, and students. All members of the OCCC community are expected to treat other community members with civility and respect, recognizing that disagreement and informed debate are valued in an academic community.
  - 2.1 Harassment of any student, employee, or visitor by any other student, employee, or visitor for whatever motive is harmful to the environment desired by this policy and will not be permitted.
  - 2.2 Unacceptable behaviors. Demeaning, intimidating, threatening, or physically or emotionally violent behaviors that affect the ability to learn or work in the OCCC environment depart from the standard for civility and respect and are unacceptable.
    - 2.2.1 Such behaviors by students are administered through the Student Code of Conduct.
    - 2.2.2 Employee matters will be administered through applicable employee discipline policies.

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