



INCLUSIVE CAMPUS COMMITMENTS

Goal: Cecil College seeks to foster respectful dialogue between members and guests of the campus community with diverse perspectives and experiences. Thus, the College has created these guidelines for civil discourse.

Communicate with care and consideration for the welfare of others.

- Listen actively.
- Respond with curiosity rather than defensiveness.
- Consider the words you use and the feelings of others when conversing.
- Be respectful in all forms of communication.
- Use public forums to intentionally create open-minded campus environments and to build mutual understanding.
- Try to mediate your own conflicts with peers and/or colleagues, and involve an instructor or supervisor if you cannot reach a resolution on your own.

Value everyone's opinions, including your own.

- Strive to listen rather than to convince.
- View differing opinions as learning opportunities.

Examine your own assumptions.

- Seek to understand differences in privilege and power, and how they affect your responses and those of others.
- Commit to learning about and celebrating differences as a source of strength.

Respect the campus environment.

- Stay focused on the current task.
- Respect the integrity and confidentiality of personal information.
- Online, act according to the same standards of civility and respect as you would in person.

This is a values-based document that articulates who we want to be, and it recognizes that some mistakes are educational opportunities rather than occasions for disciplinary action. If you think an infringement has occurred, please discuss it with your instructor, supervisor, Human Resources, or Student Life Office. You may be asked to report using the procedures outlined in the Student Code of Conduct or the Non-Discrimination and Equal Employment Opportunity Policy.

For more information, contact Human Resources at 410-287-1145 or Student Life at 443-674-1989.