Statement on Workplace and Learning Environment

The Department of German is committed to the University's mission of creating and fostering an inclusive and diverse community of faculty, administrators, staff, and students. Discrimination or harassment based on race, gender and/or gender identity or expression, color, creed, religion, age, national origin, ethnicity, disability, veteran or military status, sex, sexual orientation, pregnancy, genetic information, marital status, citizenship status, or on any other legally prohibited basis is unlawful and undermines the character and purpose of the University. Such discrimination or harassment violates University policy and will not be tolerated.

We expect everyone in our community to act professionally, and to contribute to and maintain an inclusive and welcoming environment in which all are treated with courtesy, respect, and dignity. We also reject complicity that knowingly promotes, encourages, or protects discrimination or unprofessional behavior on the part of others. No one in our community is above accountability. We recognize the reality of an academic hierarchy reflected in formal and informal power structures. We understand that inequality of perceived or real power can inhibit individuals from airing grievances, concerns, or suggestions in response to actions that undermine a positive workplace environment. If you should experience harassment, inappropriate behavior, or other climate concerns, please consult the resources offered by the Office of Equal Opportunity, including the confidential and non-confidential/private reporting mechanisms in place. We take seriously the use of these mechanisms and will not tolerate retaliation against those who make good-faith use of them.