

We, the members of the Drake University Faculty Senate, reaffirm our commitment to equity and inclusion, and remind faculty and staff that the creation of a hostile learning environment based on a protected class falls under 4.10.1.(4) of the Faculty Misconduct Policy and constitutes an Intransigent Refusal to conform to University processes or policy where such behavior places the University at risk (see also Faculty Handbook VII).

Among other behavior, the use of racial epithets and other language known to marginalize people in a protected class could create a hostile learning environment.

The creation of a hostile learning environment is incompatible with our commitment to a culture of inclusion that sees diversity of identities, backgrounds, and ideas as fundamental to our excellence and success as an institution.