

The University of Massachusetts Dartmouth – School for Marine Science and Technology (SMAST) is a scholarly community united by its engagement in the open exchange of ideas and the advancement of knowledge. Therefore, SMAST is dedicated to creating an inclusive environment for everyone, regardless of race, ethnicity, religion, color, national origin, age, disability (physical or mental), sexual orientation, gender identity, parental status, marital status, and political affiliation as well as gender expression, mental illness, socioeconomic status or background, neuro(a)typicality, or physical appearance. We're united by SMAST's values, and we celebrate our unique differences, talents, and perspectives.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees and students invest in their work represents a significant part of not only our culture, but our reputation and the school's achievement as well.

SMAST's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of equal treatment of individuals that supports diversity by encouraging and enforcing:

- Respectful communication and cooperation between administrators, faculty, staff and students.
- Staff and student participation and representation along with administration and faculty in SMAST decision making.
- Work/life balance through flexible work schedules to accommodate employee and students' varying needs.
- Recognition of administrator, faculty, staff and student contributions to the greater communities we serve to promote understanding and respect for their diversity.
- Lack of preference in the adjudication of conflicts as well as in reward and promotion.

All SMAST employees and students have a responsibility to treat others with dignity and respect at all times. All employees and students are expected to exhibit conduct that reflects inclusion during work and school and at all school-sponsored and participative events. All employees and students are expected to attend and complete annual diversity awareness training as mandated by the Commonwealth of Massachusetts. Any employee or student found to have exhibited inappropriate conduct or behavior against other employees or students may be subject to

disciplinary action following procedures according to university procedures and relevant union contracts.

We do not tolerate bullying or harassment in any form. Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The University of Massachusetts Dartmouth's [Equal Opportunity and Anti-Harassment policies, complaint procedures and form](#) provides definitions and examples of harassment and sexual harassment. Bullying and harassment here includes, but is not limited to:

- offensive comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices
- unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, or employment
- use of offensive, inappropriate words or descriptors in meetings with faculty or students
- sustained or willful disruption of discussions, talks, or other events
- deliberate intimidation
- continued one-on-one communication after requests to cease
- unwanted photography or recording, including logging online activity for harassment purposes
- pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- inappropriate physical contact without consent or after a request to stop
- stalking or following
- threats of violence or incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- use of sexual or discriminatory imagery, comments, or jokes
- unwelcome sexual attention
- deliberate 'outing' of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse
- deliberate misgendering or use of 'dead' or rejected names
- publication of non-harassing private communication

Employees or students who believe they have been subjected to any kind of discrimination that conflicts with the University of Massachusetts' policies and/or the laws of the Commonwealth of Massachusetts' should seek assistance from a supervisor or an HR representative. For more information about the University of Massachusetts Dartmouth's Equal Opportunity and Anti-Harassment policies, complaint procedures and form, please visit:

https://www.umassd.edu/media/umassdartmouth/eo/pdfs/Complaint_Procedures_and_Form_Revise_d_September_2017.pdf

Other [University of Massachusetts Board of Trustees and University documents](#):

- [Policy Against Intolerance](#)
- [Principles of Employee Conduct](#)
- [Resolution in Support of Pluralism](#)

- [Non-Discrimination and Harassment Policy](#)
- [Statement of Affirmative Action and Equal Opportunity](#)
- [Statement on Cultural Diversity and Inclusion](#)
- [Statement on Gender Discrimination](#)