

## **Diversity Committee Policy Manual (Approved July 2006)**

In addition to the standing rules which already guide the Diversity Committee, we will also use the following policies, guidelines and definitions:-

Prejudicial behavior can take many forms. Two common forms of this behavior are:

**Harassment:** The exhibition of destructive, derogatory, or cruel behavior toward another members on the basis described in SR 7.33. It need not be intentional or persistent, but can at times be ambiguous or difficult to address.

Some examples are listed below. (This list is not intended to be exhaustive)

- 1) Jokes, slurs, or epithets that create a hostile, offensive, or intimidating atmosphere.
- 2) Threatening notes, graffiti, or other writing.
- 3) Inappropriate, derogatory or degrading forms of address.
- 4) Verbal or physical conduct which is performed with the explicit or implicit intent of hurting, degrading, making to feel uncomfortable, humiliating, or offending another person.

**Discrimination:** The act of denying or inhibiting a member from full participation in house or corporate operations on the basis described in SR 7.33 Examples of discrimination and discriminatory behavior include but are not limited to:

- 1) Denying someone a house officer position on the basis of group memberships listed above.
- 2) Deeming someone unqualified for a particular house job or work on the basis of group memberships listed above.

**Power and Oppression:** We acknowledge that prejudicial acts against oppressed groups are much more destructive to cooperative living than other prejudicial acts and are more likely to rob oppressed groups of power in the cooperative. It will be important to keep these ideas in mind when determining how to handle an instance of prejudicial behavior.

**Neutrality:** According to the Preamble to the ICC bylaws, one of our principles of cooperation reads: "Neutrality: Cooperatives remain neutral in questions of partisanship and religion."

And article II,C,3. of our Articles of Incorporation reads:

3. No substantial part of the activities of the corporation shall be carrying on propaganda, or otherwise attempting to influence legislation (except as otherwise provided by Section 501(h) of the Code), or participating in, or intervening in (including the publication or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.

For the purposes of the Diversity Committee, "neutrality" shall mean

- 1) The Diversity Committee will not support specific candidates for office.
- 2) Talks and discussions sponsored by the Diversity Committee will be open events where all participants are free to express contrasting positions.