

WHAT IS RACIAL DISCRIMINATION?

Racial discrimination is conduct that is directed at an individual because of her/his race, color, and/or national origin and that subjects the individual to different treatment which interferes with or limits their ability to participate in, or benefit from, the services, activities, or privileges provided by Minnesota State University, Mankato or otherwise adversely affects the individual's employment or education.

Examples can include:

- Inviting all co-workers except a co-worker of color to an office birthday celebration.
- Denying a Somali employee the opportunity to attend a staff development seminar – an opportunity that was afforded all other employees.
- Willfully disregarding comments made by an Asian American student during class discussion.

WHAT IS RACIAL HARASSMENT?

Racial harassment is an illegal form of race discrimination. It is verbal or physical conduct that is directed at an individual because of her/his race, color, and/or national origin and is sufficiently severe, pervasive, or persistent so as to have the purpose or effect of creating a hostile work or educational environment.

Examples can include:

- Telling a person of color to go back to her/his own country.
- Derisively commenting on the ceremonial dress and chanting of two American Indians participating in a Pow Wow.
- Spray painting racially insulting comments on the residence hall doors of Latino students.

WHAT CAN I DO IF I'M THE TARGET OF DISCRIMINATION OR HARASSMENT?

If you feel physically threatened, remove yourself from the situation and seek help immediately from University Security at 389-2111, or dial 911 for the Mankato Police Department.

If the situation is not physically threatening, and you feel comfortable talking to the individual, tell them you're offended by the comment or behavior and ask them to stop.

If you're not comfortable talking directly to the individual, you can identify a third party whom you and the other individual mutually respect and ask for their assistance in helping the two of you talk through the behavior and why you found it offensive.

You should document incidents of discrimination and harassment immediately after they occur – who, when, where, what was said or done, and the names of any witnesses. Then you can report the incident to appropriate University offices or file a discrimination or harassment complaint with the Office of Affirmative Action. A listing of phone numbers and locations for these offices can be found within this brochure.

CAN RACIAL DISCRIMINATION OR HARASSMENT HAPPEN TO YOU?

Racial discrimination or harassment can occur in a variety of relationships, including faculty - student, supervisor - employee, student - student, employee - employee, and other relationships with persons having business with or visiting the campus. Sometimes comments or actions that constitute discrimination or harassment are intended to be humorous or to express familiarity. This doesn't excuse the behavior or the need to address it.

However, not every act that may be offensive to an individual or group constitutes discrimination or harassment. Harassment includes action beyond the mere expression of views, words, symbols or thoughts that another individual finds offensive. To be considered a violation of university policy, the conduct must be serious enough to deny or limit a student's or employee's ability to participate in or benefit from the services, activities, or privileges provided by Minnesota State University, Mankato.

OFFICE OF AFFIRMATIVE ACTION
112 ARMSTRONG HALL
507-389-2986

INVESTIGATING COMPLAINTS OF DISCRIMINATION OR HARASSMENT

Minnesota State University, Mankato is committed to a policy of nondiscrimination in employment and education opportunity. The Office of Affirmative Action assists students and employees who believe they have been harassed or discriminated against based on their race. The Office of Affirmative Action investigates discrimination and harassment complaints based on race, color and/or national origin and acts as a referral agency for students and employees needing additional services from other University offices.

RETALIATION PROHIBITED

Retaliation is prohibited by Minnesota State University, Mankato. Retaliation may occur whether or not there is a power or authority differential between the individuals involved. Forms of retaliation include intentionally engaging in any form of intimidation, reprisal or harassment against an individual because she/he:

- made a complaint under this policy;
- assisted or participated in any manner in an investigation, or process under this policy, regardless of whether a claim of discrimination or harassment is substantiated; or
- associated with an individual or group of individuals who are of a different race, color and/or national origin.

WHERE CAN I GET HELP?

FOR STUDENTS AND EMPLOYEES:

Office of Affirmative Action

112 Armstrong Hall
507-389-2986

University Security

222 Wiecking Center
507-389-2111 (V/TTY)

Division of Institutional Diversity

265 Morris Hall
507-389-6125

FOR STUDENTS:

International Student Office

219 Centennial Student Union
507-389-1281

Counseling Center

245 Centennial Student Union
507-389-1455

Office of Student Affairs

228 Wigley Administration Center
507-389-2121

HOURS

The Office of Affirmative Action is open Monday through Friday from 7:30 A.M. to 4:30 P.M.

CONTACT INFORMATION

Office of Affirmative Action

Minnesota State University, Mankato
112 Armstrong Hall
Mankato, MN 56001

Phone: 507-389-2986
800-627-3529 or 711 (MRS/TTY)
Fax: 507-389-5667

Email: affirmative-action@mnsu.edu

Web site: www.mnsu.edu/affact/

People with speech or hearing impairments may reach the above offices at 800-627-3529 or 711 (MRS/TTY)



Racial Discrimination and Harassment



OFFICE OF AFFIRMATIVE ACTION

A member of the Minnesota State Colleges and Universities System. Minnesota State Mankato is an Affirmative Action/Equal Opportunity University.

This document is available in alternative format to individuals with disabilities by calling the Office of Affirmative Action at 507-389-2986 (V), 800-627-3529 or 711 (MRS/TTY) HUMR29BR0608

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Rights & Responsibilities
of
Students & Employees