RACIAL DISCRIMINATION

What Is it?

Discrimination on the basis of race is prohibited by state and federal law and Minnesota State Colleges and Universities (MnSCU) policy. Racial discrimination is conduct that is directed at an individual because of his/her race, color, or national origin and that subjects the individual to different treatment so as to interfere with or limit the ability of the individual 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

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

RACIAL HARASSMENT

What Is it?

Racial harassment is an illegal form of race discrimination. It is verbal or physical conduct that is directed at an individual because of his/her race, color, 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

- Telling the person of color to go back to his/her own country.
- Derisively commenting upon Indian dress and chanting to two American Indians participating in a Pow Wow.
- Spray painting racially insulting comments upon the residence hall door of a Mexicano student.

WHAT CAN YOU DO?

- Assertively tell the individual that you are offended by the behavior and to stop it.
- Identify a third party whom you and the other individual mutually respect and ask his/her assistance in helping the two of you talk through the behavior and why it is offensive.
- Document all incidents — who, when, where, what was said or done, names of witnesses.
- Report the incident to the appropriate office at the University. (A listing of phone numbers and locations for these offices can be found within this brochure.)

If the situation is physically threatening, remove yourself from the site and seek help immediately from University Security or the Mankato Police Department.
WHO CAN BE HARASSED?

Racial harassment can occur in a variety of relationships, including faculty and student, supervisor and employee, student to student, employee to employee, and other relationships with other persons having business with or visiting the campus.

WHERE CAN I GET HELP?

Office of Affirmative Action
112 Armstrong Hall
507-389-2986

Counseling Center
245 Centennial Student Union
507-389-1455

Office of Institutional Diversity
265 Morris Hall
507-389-6125

International Student Office
219 Centennial Student Union
507-389-1281

Office of Student Affairs
228 Wigley Administration Center
507-389-2121

Security
222 Wiecking Center
507-389-2111 (V/TYY)

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

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).

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