

The Department of Sociology, Anthropology and Crime and Justice Studies

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Policy on Racism in the Classroom – Adopted December 2007

The department has a long-standing commitment to educating students on racism and its causes and impact on individuals and society. We extend this commitment to addressing acts of racism that occur in our classrooms or other department settings (e.g. offices). The department will not tolerate any acts of racism and has in place a procedure to respond to acts of racism when they occur.

The following procedures are in place to address incidents of racism in the classroom. They emphasize the goal of educating rather than punishing the student.

Level 1 resolution:

If an instructor believes that a racist incident has occurred in the classroom, the instructor identifies the individual or individuals responsible and engages them in a discussion about the incident with the goal of educating them on the implications of their actions. The instructor also writes down the details of the incident and requests that the student(s) respond(s) in writing, giving their account and reaction to the instructor's claim. If the interchange does not successfully lead to the student's acknowledgement and understanding of their responsibility, the instructor can address the incident at level 2 resolution.

Level 2 resolution:

The instructor submits the written testimonials to the Department Committee on Racism and the Committee determines if racist actions did occur. If the Committee finds that racist actions occurred, then the committee attempts to adjudicate the matter verbally and in writing with the goal of raising student awareness and taking responsibility for their actions. If the Committee is unable to resolve the matter, the Committee will refer the matter to other appropriate channels.