



## **Review of the University of Maryland Policy on Threatening and Intimidating Conduct (Senate Document #19-20-33) Equity, Diversity, & Inclusion (EDI) Committee | Chair: Rachel Gammons**

The Senate Executive Committee (SEC) and Senate Chair Lanford request that the Equity, Diversity, & Inclusion (EDI) Committee review whether the University of Maryland Policy on Threatening and Intimidating Conduct and its implementation have been effective at addressing hate-bias incidents since the policy was approved in May 2018.

Specifically, it asks that you:

1. Review the University of Maryland Policy on Threatening and Intimidating Conduct ([VI-1.00\[F\]](#)).
2. Review the [Hate-Bias Response Protocol](#).
3. Review the recommendations of the Joint President/Senate Inclusion & Respect Task Force - Inclusion and Respect at the University of Maryland ([Senate Document #17-18-03](#)).
4. Review data on hate-bias incidents and implementation of the policy to address these incidents since the policy was approved.
5. Review information on educational and preventative measures that the University has taken to prevent hate-bias incidents.
6. Consult with the Director of Hate-Bias Response and Advocacy on the implementation of the Hate-Bias Response Program (HBRP).
7. Consult with a representative of the Department of Public Safety.
8. Consult with a representative of the Office of Student Conduct.
9. Consult with a representative of the Office of Staff Relations.
10. Consult with a representative of the Office of Faculty Affairs.
11. Consult with a representative of the Department of Resident Life.
12. Consider whether the current policy has been effective in addressing hate-bias incidents at the University.
13. Consider whether the current policy aligns with the implementation of the Hate-Bias Response Program.
14. Consider whether assessments of hate-bias incidents that lead to recommendations for specific actions have been effective in addressing the initial conduct.
15. Consult with a representative of the Office of General Counsel on any proposed changes to the University's policy.

16. If appropriate based on the committee's consideration of the items above, recommend whether the policy should be revised.

We ask that you submit a report to the Senate Office no later than **March 6, 2020**. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.