

UNIVERSITY OF NEW HAMPSHIRE

Bias Response Protocol

I. INTRODUCTION

In a letter dated March 1, 2006, Provost Bruce Mallory and Vice President for Student and Academic Services Mark Rubinstein requested that a Bias Response Protocol be organized. Specifically, the charge is to define severity levels of bias incidents (including hate crimes) that should guide communication decisions to stakeholder groups and the University community at large. They asked that “consideration...be given to the importance of maintaining a sense of perspective on...incidents, according each its proper weight and notification necessary.” This document outlines a campus-wide protocol and notification system. This is not meant to override the responsibilities of offices such as Community Standards, Residential Life, Housing, Memorial Union Building (MUB), UNH Police, or Affirmative Action and Equity to respond to incidents reported to them. It will, however, complement the work of these offices and fill in a gap in response that currently exists for incidents that occur outside the MUB and campus residences.

II. VISION

Every community member should be aware of our collective commitment to maintaining a safe and welcoming environment through periodic public reports on the outcomes of reports of acts of bias. In its Statement of Nondiscrimination, the University makes clear that it does not discriminate against persons because of their race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, or marital status. Furthermore, the Discrimination and Discriminatory Harassment Policy states that “no member of UNH may engage in harassing behavior within the jurisdiction of the university that unjustly interferes with any individual’s required tasks, career opportunities, learning, or participation in university life.” And finally, the UNH Code of Conduct is to protect the “university’s educational mission of teaching, research, and public service, as well as to promote every student’s academic achievement and personal development.” (<http://www.unh.edu/vpsas/handbook/student-code-conduct-and-conduct-process>) This vision is aligned with the fifth Core Value of commitment to community, to foster a diverse campus climate in the Academic Plan (<http://www.academicplan.unh.edu/>).

III. PURPOSE

The Bias Response Protocol provides an organized response to bias incidents (including hate crimes) when they occur, and a mechanism to inform the person or group harmed and the community about the outcomes.

IV. APPLICATION OF PROTOCOL

This Protocol covers the UNH campus and may be initiated when an incident occurs off campus if it adversely affects the University Community and/or the pursuit of its objectives. (Code of Conduct, Article III, Section A. Jurisdiction of the University).

It may also be implemented in areas such as the residence units or MUB if an incident rises to the severity that necessitates campus-wide action. Currently, the Residential Life and Housing staffs follow a response protocol that is well designed for high-density living areas of primarily traditional aged students (18-22). Access to these areas is much more restricted and supervised than other areas of campus. As well, MUB staff currently follows a protocol that is well designed to respond to incidents that occur in the student union building.

V. STRUCTURE

Responders are charged to receive and provide an initial review of reports of bias incidents that come in via the *reportit!* website or that come directly to any of them; determine if there is evidence of any criminal activity or activity that would trigger response under prevailing federal or state statutes, agency regulations and guidelines, or the UNH Code of Conduct or UNH Discrimination and Discriminatory Harassment Policy; expeditiously follow up with the person filing the report; consult with appropriate offices about action steps; devise response strategies when appropriate or collaborate with offices to respond; and report out the findings and responses as appropriate.

- **Responders** are the Director & Title IX Coordinator, Affirmative Action and Equity Office; the Dean of Students or designee, and a representative of the UNH Police Department.
- The **Responders** will immediately examine the severity of all reported bias incidents and review options for an appropriate response following University policies and procedures and federal and state laws. Assessment of the severity of a bias incident will take into consideration (1) threats to safety, (2) the public nature of the incident, and (3) the appearance of premeditation of the incident (see Appendix D Definitions). If deemed appropriate, the **Responders** may call together some or all of the **Affiliates** and/or contact them via an email distribution list serve. The purpose of the contact will be to pass along information (subject to privacy laws and policies) about an incident, if it involves any form of threat to public safety, physical violence to an individual or group, appears to be pre-meditated and created for public display and attention, or is large-scale in its impact. Consultation may also occur.
- Personally identifying information about students is subject to the Family Education Rights and Privacy Act (FERPA). FERPA was designed to protect the privacy of student education records. When a report of a bias incident that contains FERPA-protected personally identifiable information about students comes to the attention of any **Responder**, that information will remain confidential under the following circumstances as required by law: FERPA permits disclosure to school officials with a legitimate educational interest. A school official is a person employed by the University in an administrative, supervisory, academic or research support staff position (including law enforcement unit, personnel and health staff). USNH General Counsel advises that UNH is not authorized to disclose personally identifiable information to students serving in capacity such as the Bias Response Protocol **Affiliates** without first obtaining permission from the student(s).

Affiliates are charged, if appropriate, with providing accurate information to their constituencies and/or devising educational response strategies and act proactively to address potential future incidents and issues of climate as appropriate.

- **Affiliates** may include but are not limited to: President's Commissions' Chairs or designees; Associate Vice President for Community, Equity, and Diversity; Community Standards Programs; Residential Life and Housing representatives (CAs, RAs, RHDs and central staff); Chair of the Student Senate Community Change Council; Chair of the Diversity Support Coalition; Graduate Student Senate representative; Sexual Harassment and Rape Prevention Program (SHARPP) administrators; President's Athletic Advisory Committee; Academic Support Services; Student Athletic Advisory Committee; Health Services; Counseling Center; UNH-Manchester representative; Disability Services for Students; Military & Veterans Services; Office of International Students and Scholars; and Facilities representatives (such as building managers for academic buildings) and Student and Academic Services (SAS) representatives for student facilities (for example the Directors of the MUB, Hamel Recreation, etc.). Inclusion of any **Affiliate** may depend on the location/severity of incident. (Dean's Council is appropriate to suggest representation.)

Reporting: A report that remains on Blackboard will be updated each semester. This report contains statistical information on all reports received from *reportit!*, Housing, Residential Life, and the MUB during the semester. Comparative data among reporting Academic Year will be available.

VI. REPORTING AND CONTACT OPTIONS FOR COMMUNITY MEMBERS

- *reportIt!* (<http://reportit.unh.edu/>)
- Contact the Director of the Office of Community Standards to discuss the incident and determine if it rises to a violation of the Code of Conduct. Anyone in the community may act as complainant and receive technical assistance. (www.unh.edu/ocm 862-3377)
- Report to the UNH Police (<https://www.unh.edu/upd/> 862-1427) or Durham Police (<http://www.ci.durham.nh.us/police> 868-2324) for criminal investigation.
- Report an incident to the Affirmative Action and Equity Office to discuss whether it meets the definition of discriminatory harassment. (<http://www.unh.edu/affirmativeaction/> 862-2930 Voice / 862-1527 TTY / 7-1-1 Relay NH)
- Report to the Office of Vice President for Student and Academic Services (862-2053), Dean's Office, or other SAS office. (www.unh.edu/vpsas/)
- Report to a Clery Act Campus Security Authority if the incident is relevant to the Act. www.unh.edu/upd/clery.pdf
- Contact a staff member in SHARPP (Sexual Harassment and Rape Prevention Program) (<http://www.unh.edu/sharpp/> 862-3494 voice / 800-735-2964 TTY / 603-822-SAFE [7233] 24-hour Hotline)

- Contact a staff member in the Office of Multicultural Students Affairs in the MUB (<http://www.unh.edu/omsa/> 862-5204)
- Contact the Office of International Students and Scholars (<http://www.unh.edu/oiss/> 862-1288)
- Contact the Office of Human Resources (<http://www.unh.edu/hr/> 862-0501 voice or 862-3227 TTY)
- Report an incident that has occurred in the residential halls to the Hall Director and/or Residential Life (<http://www.residential-life.unh.edu/> 862-2268)
- Report an incident that has occurred in on-campus apartments to a Community Assistant and/or to Housing (<http://www.unh.edu/housing/> 862-2120)

Note: For additional offices, see APPENDIX E “CAMPUS SUPPORT OFFICES”

VII. RESPONSE GUIDELINES

First Amendment: Respond with the First Amendment in mind. Conduct that is protected by the First Amendment is not actionable under law, or the UNH Student Code of Conduct.

- **Location:** In considering the First Amendment, we must look at location. A limited public space, like Thompson Hall lawn, is a traditional location for protected speech. At UNH, there are no “speech zones.” Restrictions of time, place, and manner are placed on students, faculty, and staff according to the UNH Student Rights, Rules, and Responsibilities “Outdoor Assemblies and Events, Solicitation and Dissemination of Viewpoints in Public Areas on Campus,” but such restrictions must remain content-neutral and cannot interfere with the message. Non-public forums include offices and related corridors. If there were to be a sit-in at the President’s Office, for example, it would not be constitutionally protected.
- **Context:** Threats are assessed by looking at context. Vague expressions that are not directed at an identifiable individual or group of individuals (such as a campus organization) may be protected.
- **Consultation:** As deemed appropriate, the person or group harmed may be consulted when formulating a response, and informed of the outcome. His/Her/Their participation in any outcome should be voluntary.
- **Safety:** Police and SHARPP may be consulted to assist in providing the person or group harmed with custom-designed safety plans, and can also provide safety programming and information to groups, following an incident. This is not a guarantee of safety, nor can an officer or SHARPP staff member typically be assigned to personally protect any individual or group. However, officers can and do step up patrols, and their visibility, in certain areas or during events.

- **Response:** Offices such as the Affirmative Action and Equity Office, UNH Police, Community Standards, etc., are designated to receive reports, and respond to incidents and complaints of alleged discrimination and discriminatory harassment, including sexual harassment. They will continue in this capacity. When incidents occur that are deemed a threat to public safety, the **UNH Police representative** will immediately notify the public, especially as per the Clery Act Timely Warning protocol or as otherwise necessary. As well, if the media (newspapers, television) are involved, **Affiliates** will be notified.
- **Privacy and Due Process:** Respond with the privacy rights and due process rights of the person or group harmed and the accused in mind.
- **See also Appendix A and B.**

VIII. FACTORS AND INTENSITY SCALES

(To be considered in determining an appropriate response)

a. Bias incident (including hate crimes):

Factors to be considered in assessing the severity of an incident include: evidence of unprivileged or unwanted verbal or physical contact; unsolicited verbal or electronic contact; size and graphic nature of vandalism, graffiti, or display; egregiousness and persistence of behavior; interference with another person's right to education; academic or employment opportunities; evidence that behavior was motivated by bias, prejudice, or hate. (Adapted from "FIRE's Guide to Free Speech on Campus")

Examples from least to most intense

- Off-hand statement lacking any threat
- Offensive name called in the heat of an argument
- Offensive word written on memo board, not targeted, easily erased
- Offensive action that is disruptive or interferes with the benefits and entitlements of participation in the community (ex. yelling, pounding, slamming doors)
- Offensive word intended for members of a protected category, regardless of perceived intention
- Offensive word intended for members because of their actual or perceived protected category
- Symbol or slogan of violence (ex. swastika or cross burning, "wetbacks don't belong on our campus") targeted at a member of a protected class of people
- Confronting someone with offensive words or actions at or in a particularly inflammatory time or manner
- Destroying or vandalizing personal property of a member of a historically protected category of people, with offensive references
- Stalking and referencing a person's or group's protected category
- Physical violence

b. Threat to safety:

Specificity of method, time, place, target group or individual, detail of plan or thought. The more specific, the more likely the threat may be real.

Examples from least to most intense

- Short verbal altercation that ends in apology
- Threatening words against a person or group within a protected class that are vague regarding time, place, or method
- Specific threats against a member or members' protected class status. This can include any one, combination, or all of the following: time, place, method.
- Unprivileged or uninvited physical contact
- Violence

c. Public nature:

Buildings, sidewalks, thoroughways that are open and accessible to the public, websites that are not password protected, electronic communication that is mass-distributed.

Examples from least to most intense

- Within a dorm or apartment room
- Between participants only
- In a lounge or hallway of a dorm
- In a classroom or academic building
- Outside, and/or with loud voices, or large graffiti
- In public areas where the voice or writing, or symbolism cannot be ignored

d. Appearance of pre-meditation:

Vandalism that is pervasive, incidents that lack evidence of spontaneity, violation of password protected electronic communications and websites, individuals or groups identified by name.

From least to most intense

- Impromptu, blurting out, or using non-permanent materials (pencil) to write or mark
- Writing an Instant Message
- Writing an email
- Posting to a blog or other social networks such as Facebook, MySpace, YouTube
- Waiting for someone to emerge from a class, dorm, or other facility
- Sending a letter
- Using visual aids and materials

IX. EXAMPLES OF RESPONSES AND ACTION STEPS

- Initiate an education campaign targeted to either a specific area, or the entire campus, that outlines what happened, why it is being investigated, how information about the incident can be reported and to whom.
- Provide support and information for the person or group harmed. Provide counseling and resources available on campus and in the community at large. Provide information about a safety plan, or programming on safety strategies.

- Reach out to the Deans and appropriate support staff to offer talking points for bringing up incidents that occur in academic buildings. Adapt talking points and share with other staff around campus.
- Provide classroom or group/individual based talking points for follow-up discussions.
- Conduct a threat assessment with UNH or Durham Police. Follow through with safety recommendations.
- Offer mediation through the Office of Community Standards.
- Establish direct contact with the person or group involved in the incident. This can happen with a member of the VPSAS staff, Associate Dean, Athletic staff, UNH Police, or other University office or authority, as appropriate.
- Write forum article or letter to *The New Hampshire* editor outlining the incident and campus/community response to it.
- Pursue disciplinary action or investigation by the Affirmative Action and Equity Office, the Director of Community Standards, or Human Resources.

APPENDIX A

WHAT CONSTITUTES A "THREAT"

"Hateful expression does not necessarily constitute an unlawful 'threat'." Many court opinions have defined the word "threat" and they typically distinguish between provocative or boorish expression (typically protected by the First Amendment) and true threats, which may lawfully be punished. Additionally, courts have held that the perception of a threat must be "objective" (that is from the standpoint of a "reasonable person"), not the subjective impression of a complainant. (*Stop Hate CD, ACUI, 2003*)

APPENDIX B

PROTECTIONS UNDER THE FIRST AMENDMENT

What is protected by the First Amendment

1. Offensive and hurtful expressions that are vague and do not convey a specific and imminent threat of harm.
2. Calling someone a bad or derogatory name in an isolated or single event.
3. Parody, ridicule, and satire.
4. Political, religious, and commercial speech.

What is not protected by the First Amendment

1. Speech that could produce imminent lawless action or cause a panic. You can't exclaim that you have a bomb on a plane, or yell "fire" in a theater.
2. Harassment that is severe, pervasive, and interferes with others. You can't call someone in the middle of the night for a week and repeatedly call the person a bad name.
3. Expressions directed at identifiable individuals or groups of individuals that promote the imminent prospect of actual violence or harm, such as a face-to-face invitation to fight, terroristic threats, obscenity, or criminal trespass.
4. Slander and libel. A provably false allegation of fact.
5. Evidence of unprivileged contact, unsolicited verbal or electronic contact, size and graphic nature of vandalism, graffiti, or display. Incidents or behaviors that are so awful, persistent, and focused on a person's race, gender, etc. that reasonable people recognize them as so. Behavior that interferes with another person's right to education. Speech that is repeated and uttered at inappropriate times and places. (Adapted from "FIRE's Guide to Free Speech on Campus.")

APPENDIX C

LAWS OF PROTECTION

What other laws provide protection against hate-motivated violence? General Criminal Laws: Hate crimes can sometimes be prosecuted under existing criminal laws, such as assault and battery, assault and battery with a dangerous weapon, murder, etc. These generic laws do not directly address the fact that an assault was hate-motivated, but they provide for some level of criminal accountability. Furthermore, New Hampshire does allow a sentence to be increased when the crime is bias-motivated.

<http://www.gencourt.state.nh.us/rsa/html/LXII/651/651-6.htm>

APPENDIX D

DEFINITIONS

Community member: Any person including students, faculty, staff, visitors to campus and participants in University activities, stakeholders. (Note: this pertains to reports made by non-UNH members.)

Bias, prejudice, and hate: These terms are used interchangeably around the country, and in government documents, such as the Department of Justice. There is no clear trend or preference for any of the three terms. Our choice to use “bias” does not discount our understanding that hatred for people, just because of their status, is an outrage and affront to us all. Using “bias” simply gives the UNH community one common term from which to act.

Bias incident (including hate crimes): A bias incident is an act of a threat or act of harassment or intimidation, verbal, written or physical which is personally directed against or targets either an individual student/faculty/staff member or a group because of their actual or perceived race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status or marital status or other category protected by law or UNH policy (<http://www.usnh.edu/olpm/UNH/V.Pers/B.htm>). Hypothetical examples depending on the totality of the circumstances: anonymous acts of vandalism to public posters by defacing them with bias-related symbols or slogans, targeted vandalism on a student’s door directed at his/her protected status by writing homophobic, ethnic, or racial epithets on dry-erase boards, directing slurs at a group or individual (whether in person or electronically) by telling derogatory gender- or ethnic-based jokes or making insulting comments about an individual’s traditional manner of dress or geographic origin, harassment that interferes with a person’s educational experience or employment by displaying sexually suggestive objects or pictures in the workplace or academic environment except as those items may be part of legitimate pedagogical pursuits.

New Hampshire hate crime legislation creates penalty enhancements for pre-existing crimes when those crimes were substantially motivated by hatred, bias, or prejudice, based on the victim’s inclusion in one of several legally-specified protected categories. Thus commission of a hate crime requires that two elements be proven. First, it must be shown that the defendant committed an enumerated predicate offense, such as assault, robbery, manslaughter, or kidnapping. Second, it must be shown that the defendant had illegal motivations based on the victim’s legally-protected status. NHRSA 651:6 I-f.

APPENDIX E

CAMPUS SUPPORT OFFICES

Affirmative Action and Equity Office (AAEO) oversees the University's compliance efforts with affirmative action, Title IX, disability laws and regulations (including ADA and Section 504), equal employment laws, and campus initiatives aimed at creating a diverse, welcoming and equitable campus. Donna Marie Sorrentino, Director & Title IX Coordinator of Affirmative Action and Equity, also advises campus constituencies, responds to complaints of discrimination or harassment under the Discrimination and Discriminatory Harassment Policy, and represents the University with federal and state agencies. (<http://www.unh.edu/affirmativeaction>) (603) 862-2930 voice / (603) 862-1527 TTY / 9-1-1 Relay NH

The **Associate Vice President for Community, Equity, and Diversity** is responsible for fostering an environment that appreciates individual differences, values equal opportunity for all, and eliminate barriers based on factors related to race, sex, gender identity or expression, ethnicity, nationality, economic background, age, disability, sexual orientation, marital status, language, veteran status, and religious belief. <http://www.unh.edu/president/> (603) 862-2450

The **Center for International Education (CIE)** helps hundreds of UNH students every year to travel to destinations all over the world to engage in classes, internships, research, and the experiences of a lifetime. In today's globalized and interdependent world, studying international affairs and having a transnational perspective has never been more vital — or valuable. <http://www.unh.edu/cie/> (603) 862-2398

Clery Act Campus Security Authority (<http://www.unh.edu/upd/clery-act>)

The **Office of Community Standards** provides resources, education, and services that help support the academic mission of the University and foster a community where students can succeed academically, socially, and emotionally. Staff are available to provide alternative dispute resolution mechanisms for resolving claims of harassment. Community Standards also provides free and confidential mediation services for students, creating a professional, safe, and neutral environment that is conducive to successful and constructive conflict resolution. (www.unh.edu/ocm). (603) 862-3377

The Counseling Center is the primary mental health facility on campus. They offer a variety of services that are designed to enhance students' ability to fully benefit from the University environment and academic experience. This includes providing counseling and therapy for students who may be experiencing situational or ongoing psychological difficulties, providing programming to meet the developmental needs of the student population, and encouraging a University atmosphere conducive to personal and intellectual growth and psychological well-being. They are fully funded by student fees and clinical services are available to all students who have paid the Health Services/Counseling fee. The Counseling Center is sensitive and committed to diversity and the richness of human differences. Their service and training missions require that staff and clients alike are treated with respect and value across all differences. Thus, the Center's policies, procedures, activities, relationships and interactions with individuals and groups in the campus community are consistent with these values. Faced with increasing global diversity in our everyday lives, The Counseling Center challenges themselves, their clients, and the University community to develop qualities of adaptability, flexibility and versatility so that we may all learn to work effectively with those

different from ourselves. They are committed to celebrating the diversity that gender, gender identity and gender expression, ethnicity, race, culture, sexual orientation, age, religious beliefs, class, appearance, and abilities bring. Further, they are committed to confronting prejudice, discrimination, and oppression and facilitating healing in our lives, and in the lives of those we serve and train. (<http://www.unhcc.unh.edu/>) (603) 862-2090

Disability Services for Students takes great pride in promoting the development of student self-reliance and the personal independence necessary to succeed in a university climate. Staff seek to create a comprehensively accessible environment where students are viewed on a basis of ability, not disability. The University of New Hampshire believes that students have the right and also the responsibility to determine whether or not to use support services. In keeping with this objective, students are expected and encouraged to utilize the resources of Disability Services for Students to the degree they determine necessary. (<http://www.unh.edu/disabilityservices/>) (603) 862-2607 voice/TTY

The mission of the **Durham Police Department** is to improve the quality of life by preserving the peace and safety of the community through the formation of partnerships, creating positive interaction between the public and the police while continuing to service the unique needs of the Durham community. <http://www.ci.durham.nh.us/police> (603) 868-2324

The **Graduate Student Senate (GSS)** is the official voice of UNH's graduate student body. We work hard to advocate for graduate students, representing their interests across UNH and the university system. We also work to engage the state legislature and foster a sense of community and social engagement among graduate students on campus. All degree-seeking graduate students are members of the GSS and are eligible to participate in all meetings and events. The GSS meets every other Tuesday from 12:30-2:00 pm in the Memorial Union Building (MUB) on the UNH Campus in Durham. <http://www.unh.edu/gss>

Health Services promotes, maintains and improves the health and well-being of the University Community in support of the institution's academic mission. This is accomplished by providing primary health care services, by teaching health care consumerism, illness prevention and health promotion, by providing co-curricular learning opportunities, and through its public health role. Services are student-focused, accessible, cost effective, and provided in a caring and professional manner. Health Services continuously improves the quality of its care and services. (<http://www.unh.edu/health-services/>) Voice: (603) 862-9355 TTY Users: 7-1-1 or 800-735-2964 (Relay NH)

The Department of **Housing** staffs the undergraduate apartments with Community Assistants who are primarily focused on overall community development and are dedicated to helping their residents have successful tenures at UNH. Community Assistants are available at any time when the apartments are open, to discuss issues of climate, safety, personal responsibility, and University policies. (<http://unh.edu/housing/>) (603) 862-2120

Human Resources' mission is to be a strategic partner in attracting, developing, and retaining a diverse and high performing workforce. Our Vision is to be a sought after partner to the University community by reaching out to our customers. Our Values are respect, trust, team-work, being proactive, accountability, work-life balance, collaboration, education. (<http://www.unh.edu/hr/welcome.htm>) (603) 862-0501 voice or (603) 862-3227 TTY

Military & Veterans Services is committed to providing support and assistance for veterans, active duty military, Guard/Reserves, and their dependents. Understanding and navigating the various resources available to UNH student veterans can be challenging. Our office is staffed by professional student affairs staff and student veterans who are here to help. We encourage you to visit our offices for assistance with any student or military-related concern.

<http://www.unh.edu/veterans/> (603) 862-0355

Office of International Students and Scholars (OISS) promotes international education at the University by facilitating the enrollment and employment of foreign nationals and by providing them with essential support services. (<http://www.unh.edu/oiss/>) (603) 862-1288

Office of Multicultural Student Affairs (OMSA) creates opportunities for people to participate in an inclusive community and to explore and understand diversity, social justice, inclusion, and equity via educational presentations, workshops, professional development and leadership opportunities, retreats, brown-bag discussions, etc. We serve all members of the UNH community through these various opportunities and beyond. Our work is grounded in an understanding of diversity that includes people of all abilities, ages, ethnicities, genders, nationalities, races, religions, spiritual traditions, socio-economic classes, and sexual orientations. Providing support, advising, advocacy, and student development for African American/Black/African/Caribbean, Hispanic/Latino/a, Asian/Asian American/Pacific Islanders, Native American/Indigenous/First Nations, Arab/Middle Eastern/Middle Eastern American, Biracial/Multiracial students, and Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning students, and First Generation College Students, as well as Ally students is at the heart of our work. (www.unh.edu/omsa). (603) 862-5204

President's Commissions (603) 862-1058

The **UNH President's Commission on the Status of Gay, Lesbian, Bisexual and Transgender Issues** exists to help make UNH a place that is welcoming and inclusive of its gay, lesbian, bisexual and transgender community. <http://www.unh.edu/glb/>

The **UNH President's Commission on the Status of People of Color** proposes, recommends, and evaluates programs, policies, and services aimed at enhancing diversity and supporting people of color within the UNH community. The commission acts to ensure implementation of goals to increase campus diversity through minority student, faculty, and staff recruitment and retention, and through curriculum development.

<http://www.unh.edu/cspc/>

The **UNH President's Commission on the Status of Women** was established February 15, 1972, to explore conditions and attitudes within the University of New Hampshire, relating to the mobility and functional equality of women, and to encourage movement toward the goal of full participation of women. <http://www.unh.edu/womens-commission/>

The mission of the **UNH President's Commission on the Status of People with Disabilities** is to promote empowerment and inclusion of students, faculty and staff and guests with disabilities at the University of New Hampshire. <http://www.unh.edu/cspd/>

The Department of **Residential Life** staffs the residence halls with professional Residence Hall Directors, Senior Resident Assistants in large halls, and Resident Assistants. They are available at any time the dorms are open. They are a great resource to help you with an issue or questions you may have while you are at UNH. <http://www.residential-life.unh.edu/> (603) 862-2268

Student and Academic Services (SAS) The SAS mission is to provide experiences, opportunities and support that encourage students to reach their academic potential and develop the personal and professional skills necessary for participation in a changing world. The Division assists students with enrollment, academic support, community involvement and leadership, personal development, health and wellness, public safety and accountability, and the acquisition of skills and knowledge to realize the richness of learning that can flow from working with people from diverse backgrounds and in diverse settings. The Division of Student and Academic Services is a learning organization that supports the Academic Plan of the University of New Hampshire utilizing strategic partnerships on and off campus; we create an integrated and challenging educational experience, within a supportive environment, that fosters intellectual and personal excellence, responsible citizenship, and a commitment to community. We value students and the transformative power of education, organizational effectiveness, diversity and multiculturalism, collaboration, coordination and cooperation, respectful treatment of all individuals, open, honest communication and decision-making, and integrity and ethical conduct. www.unh.edu/vpsas/ (603) 862-2053

The **Office of Student Athlete Development** exists to assist UNH student-athletes in learning and perfecting skills necessary to be successful in the classroom, on the playing field, in the university and seacoast community and in life-long endeavors. We coordinate comprehensive, sequential educational programs that enhance personal welfare and growth. In so doing, we utilize the expertise and services of many departments and organizations on campus. Included in these programs are: Health (substance use/abuse, sexually responsible behavior, sport-specific nutrition), Hazing, Diversity and Inclusion (gender, ethnicity, race, religion, sexual orientation), Career Planning and Preparation, Financial Responsibility, Leadership and Community Service. <http://www.unhwildcats.com/lifeskills/index> (603) 862-4051

SHARPP (Sexual Harassment and Rape Prevention Program) offers direct support to survivors of sexual assault, sexual harassment, intimate partner abuse, stalking and those who care about them. Trained advocates are on call 24-hours a day to listen without judgment and to offer information, options and resources. SHARPP also offers education and outreach to increase awareness and end all forms of sexual assault, sexual harassment, intimate partner abuse, and stalking. We offer programs to the entire UNH community: students, staff and faculty. (<http://www.unh.edu/sharpp>) Office lines: (603) 862-3494 voice, (800) 735-2964 TTY Support Helplines: 24-7 Support: (603) 862-SAFE (7233), 24-7 Toll-free Support (888) 271-7233 (available to anyone in the UNH Community)

Office of **Student Involvement and Leadership** encourages UNH students to get involved in co-curricular activities, reaches out to student organizations in order to help them grow organizationally, and provides on-going training and support to all student organizations recognized by the university. Student organizations are actively encouraged to seek out OSIL staff when they need help with anything - from leadership development, to organizational consulting, to conflict mediation, to simple logistical information. The Office of Student Involvement and Leadership is a unifying agent among all recognized student organizations at UNH, setting the stage for collaboration and partnerships. <http://unhmub.com/involvement/> (603) 862-0303

University of New Hampshire Police Department is a 24 hour, 7 day per week service. All officers are sworn police officers with full arrest authority. The mission of the University of New Hampshire Police Department is to support the University in creating an environment that is conducive to higher education by protecting life and property and assisting members of the University community. (www.unh.edu/upd) (603) 862-1427