
Preamble

Mission of the College

Situated within the rich and complex landscape and history of the Walla Walla Valley, Whitman College provides a rigorous liberal arts education of the highest quality to passionate and engaged students from diverse backgrounds. Whitman students develop their intellectual and creative capacities in a supportive scholarly community that prioritizes student learning within and beyond our classrooms. We help each student translate their deep local, regional, and global experiences into ethical and meaningful lives of purpose.

Non-Discrimination Policy

Whitman College has a strong commitment to the principle of nondiscrimination in all its forms. In its admission, educational and employment practices, programs, and activities, Whitman College does not discriminate on the basis of race, color, sex (including pregnancy and parenting status), gender, gender identity or expression, genetic information, sexual orientation, religion, age, marital status, national origin, disability, veteran status, or any other basis prohibited by the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and applicable federal, state, or local laws.

Harassment and Civility

Behavior directed at members of the College community or others that is sufficiently severe, persistent, pervasive and objectively offensive such that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the college's educational programs or employment opportunities is prohibited. This includes, but is not limited to, harassment on the basis of race, color, sex (including pregnancy and parenting status), gender, gender identity or expression, genetic information, sexual orientation, religion, age, marital status, national origin, disability, or veteran status or any other basis prohibited by applicable federal, state, or local laws. (*Faculty Code, CH II, Art I 05/06/2020*)

Members of the College community should understand that standards of mutual respect, civility, and tolerance must inform our interactions with one another, regardless of whether the violation of such standards subjects one to sanctions under the formal policies of the College. Certain types of conduct may be objectionable even though they may not be violations of these policies. Faculty are encouraged to bring concerns about harassment and civility to their department chairs, elected faculty leaders, or members of the administration. Most concerns can

be effectively resolved through informal conversation, and any formal investigation into conduct by faculty will adhere to the College's commitment to academic freedom and freedom of speech as outlined in the Grievance Policy.

Smoking

It is the policy of Whitman College that students, faculty, staff, and visitors to the campus are entitled to live, study, and work in areas that are free of smoke. (*Faculty Code CH II, Art VII 05/06/2020*) In accordance with this policy and Washington State law, smoking in any form, including tobacco, cannabis, electronic cigarettes or vaping, is prohibited inside any building on the Whitman College campus and is prohibited within 25 feet of any entrance, exit, window, or ventilation intake of any Whitman College campus building. (*WAC 110-200-0420*)

While the State of Washington has legalized recreational use of cannabis, under Washington law, cannabis is not allowed in public spaces and smoking is not allowed within 25 feet of any building on campus. Possession of cannabis is still a violation of federal law. Given that the campus is considered a public space, use of cannabis on campus is still a violation of state law. In addition, Whitman does not wish to risk student access to federal financial aid and loans by violating federal law. Therefore, cannabis, in any form, is banned on campus.

Statement on Consensual Relationship

Faculty are entrusted with advising students, judging their work, assigning grades, and making recommendations for further study and/or employment. One's ability to perform these duties is seriously jeopardized by questions about intent, fairness, or favoritism. It is therefore unacceptable for faculty to have romantic or sexual relationships with students, except when the relationship pre-dates either the student's initial enrollment in courses at Whitman College or the faculty member's initial appointment and the faculty member holds no supervisory or evaluative role over the student. Relationships that may appear consensual, even those that do not involve a supervisory or evaluative role, may, in fact, constitute or develop into a violation of the College's Grievance Policy.

The possible harm of such relationships can extend beyond the immediately involved parties, as they may generate a perception of unfair treatment and interfere with the ability of other students to work comfortably and effectively. Therefore, faculty are expected to remove themselves from any activity or evaluative role that could reward or punish individuals because of a prior or current romantic relationship. In such cases, the faculty member must work either with the relevant Division Chair or with the Provost and Dean of Faculty to devise an alternative evaluation mechanism. Failure to do so is inconsistent with the AAUP's evaluation mechanism and Statement on Professional Ethics. Such a violation could

reasonably constitute cause for dismissal. Faculty should be aware, moreover, that the power differential involved in faculty/student relations is complex, and that students also evaluate faculty: students' formal evaluations of faculty members are taken seriously by the college as a factor in assessing teaching, and students can also approach the Provost and Dean of the Faculty, the Dean of Students, or the Board of Review with complaints or concerns about a faculty member's professional conduct.

Similar power differentials may also render it inappropriate for faculty to have romantic or sexual relationships with staff over whom they have supervisory authority. Relationships that may appear consensual, even those that do not involve a supervisory role, may constitute or develop into a violation of the College's Grievance Policy. In any of these situations, faculty may find it difficult to argue that a relationship was fully consensual. (*Faculty Code CH II, Art II 05/20/2011*)

Diversity Statement

Diversity, equity, and inclusion are core values at Whitman College. The college strives to have and support a student body, staff and faculty that represent the diversity of our world: gender identity, sexuality, race, ethnicity, national origin, socioeconomic class, disability, religion, spirituality and age cohort.

We seek to foster an inclusive learning environment in which members draw from different intellectual traditions to engage with and challenge one another through studied, thoughtful, and respectful dialogue and debate.

We aspire to become a place where all community members experience difference every day, where diversity is supported and woven throughout our cultural fabric: our values, our behavior, our culture. Our mission focuses on educating engaged students from diverse backgrounds and experiences in a college community where everyone can participate fully in the life of the college and experience a genuine sense of belonging.

Education is a common good that ultimately serves the entire society; therefore, access is a moral imperative. Diverse learning contexts are known to provide transformative educational experiences. An inclusive environment at Whitman that nurtures the development of the ability to work effectively across difference will prepare our students for life after Whitman. We believe that through an innovative rigorous liberal arts curriculum, we can educate all students and prepare them to serve in various fields and sectors and to contribute to a rapidly changing, multicultural and globalized world. Our graduates will be ready to work with others for the common good.

Americans with Disabilities Act

The Americans with Disabilities Act protects people with disabilities. Students who have disabilities documented in the Academic Resource Center (ARC) should be provided with accommodations recommended by the ARC. Faculty who have concerns about accommodations modifying the fundamental nature of their course may discuss these concerns with the Associate Director of Academic Resources.

Inclusion of Trans* Persons Policy

Whitman College has a strong commitment to the principle of nondiscrimination. In its admission and employment practices, administration of educational policies, scholarship and loan programs, and athletic and other school-administered programs, Whitman College does not discriminate on the basis of race, color, sex, gender, religion, age, marital status, national origin, disability, veteran's status, sexual orientation, gender identity, or any other basis prohibited by applicable federal, state, or local laws.

In accordance with principles of equity and inclusion, Whitman College maintains policies to facilitate and encourage inclusion and participation of all persons in the Whitman College experience. These policies cover facilities usage, name and pronoun usage, and participation in co-curricular activities, including NCAA-sanctioned sports.

Religious Accommodations

Whitman College strives to acknowledge and embrace religious diversity on campus. In some instances, religious observances may conflict with scheduled exams, assignments, or required class attendance. In accordance with RCW 28B.137.010, teaching faculty will provide without penalty reasonable accommodations for all students who in writing inform them within the first two weeks of class about their need for religious accommodations in that term. In their syllabi, faculty are required to provide information about this policy (and/or include a link to this policy) and a link to our grievance policy.

A faculty member can craft a policy that is more generous than the one outlined above. For example, a faculty member may provide the student with a longer notification period than 2-weeks. Or, a faculty member may indicate that they are willing to accommodate a student who has not sought prior approval.

Should a conflict arise with regard to accommodating a religious observance which cannot be resolved by the student and faculty member, it should be referred to the Department Chair. If it cannot be resolved at the departmental level, it should be referred to the Dean of the Faculty.

If a faculty member fails to abide by the College's Religious Accommodations policy, a Bias Incident Report and/or Grievance can be pursued to resolve the matter and secure compliance with Washington State law.

To facilitate compliance with this law, here is a link to the college's policy on religious accommodation - **Whitman College Religious Accommodations** - and as well the college's grievance policy - **Whitman College Grievance Policy**.