

**TITLE:** Diversity, Equity, Inclusion & Accessibility in SPS Classrooms

**REVISION DATE:** October 10, 2023

## **DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY**

### ***Inclusion***

In any M.S. or M.P.S. program at SPS, faculty and staff are committed to the creation and maintenance of “inclusive learning” spaces – classrooms and other places of learning where you will be treated with respect and dignity, and where all individuals are provided an equitable opportunity to participate, contribute, and succeed. The School of Professional Studies welcomes students of all races/ethnicities, gender identities and expressions, sexual orientation, socio-economic status, age, disabilities, religion or spirituality, regional background, veteran status, citizenship status, nationality and other diverse identities.

### ***Names/Pronouns***

You deserve to be addressed in a manner that reflects your identity. You are welcome to tell me your name and pronoun(s) you would like used in class, at any time, either in person or via email.

### ***Discrimination***

The School of Professional Studies embraces the diversity of gender, gender identity and expression, sex, sexual orientation, race, ethnicity, national origin, age, religion and spirituality, disability status, family status, socioeconomic background, and other visible and non-visible identities. Columbia University does not tolerate unlawful discrimination, discriminatory harassment, sexual assault, domestic or dating violence, stalking, or sexual exploitation, and all such conduct is forbidden by Columbia University Policy.

### ***Accessibility***

The School of Professional Studies wants you to succeed in this course. Contact your SPS student advisor, who will connect you with Disability Services for learning accommodations. Columbia University is committed to providing equal access to qualified students with documented disabilities. A student’s disability status and reasonable accommodations are individually determined based upon disability documentation and related information gathered through the intake process. For more information regarding this service, please visit the University’s Health Services website:

<http://health.columbia.edu/services/ods/support>

### ***Duty to Report***

It is [Columbia University policy](#) to require faculty and staff to report to Columbia's office of *Equal*

*Opportunity and Affirmative Action* (EOAA) any instance or allegation of prohibited conduct involving any undergraduate or any graduate student that is disclosed to, observed by, or otherwise known to that employee. This requirement to report is in place to help ensure that you are provided appropriate resources and to allow the University to mitigate harm to our community.

***Confidential Resources***

Only those Columbia University employees who work in a confidential capacity will not report information shared with them. Multiple campus resources are available to you whose representatives and staff work in a confidential capacity and do not have a duty to report. These resources include:

- Sexual Violence Response & Rape Crisis/Anti-Violence Support Center (SVR)
- Ombuds Office
- Medical Services
- University Counseling and Psychological Services
- University Pastoral Counseling
- Columbia Office of Disability Services