

## **UCI Principles of Community**

UCI is a multicultural community of people from diverse backgrounds. Our activities, programs, classes, workshops, lectures, and everyday interactions are enriched by our acceptance of one another, and we strive to learn from each other in an atmosphere of positive engagement and mutual respect.

Our legacy for an increasingly multicultural academic community and for a learning climate free from expressions of bigotry is drawn from the United States and California Constitutions and from the charter of the University of California, which protects diversity and reaffirms our commitment to the protection of lawful free speech. Affirmation of that freedom is an effective way of ensuring that acts of bigotry and abusive behavior will not go unchallenged with the University. Tolerance, civility, and mutual respect for diversity of background, gender, ethnicity, race, and religion is as crucial with our campus community as is tolerance, civility, and mutual respect for diversity of political beliefs, sexual orientation, and physical abilities. Education, and a clear, rational, and vigorous challenge, are positive responses to prejudice and acts of bigotry.

The University's nondiscrimination policy, in compliance with applicable federal and state law, covers treatment in University programs and activities as well as admission, employment, and contracting. UCI expects all those affiliated with it to adhere to the letter and the spirit of University nondiscrimination policies and related federal and state laws.

Allegations of physical abuse, threats of violence, or conduct that threatens the health or safety of any person on University property or in connection with official University functions will be investigated promptly, and where found to exist, appropriate actions will be taken in accordance with University policy.

All who work, live, study, and teach at UCI are here by choice and, as part of that choice, should be committed to these Principles of Community which are an integral part of the guidelines by which the University community can successfully conduct its affairs.