UCONN AVERY POINT ACADEMIC CENTER
INCLUSION POLICY

This Inclusion Policy is designed to build and retain trust in relationships between tutors and the students they work with. Disrespectful and discriminatory language and actions erode trust and contribute towards a negative environment that damages the emphasis on community and learning that we strive to foster.

The Avery Point Academic Center operates on the philosophy that learning and understanding thrive in an atmosphere of openness, trust, and active conversation. With that principle in mind, we aim to build a community that extends a genuine welcome to all members of the Avery Point community and works to promote a sense of belonging and inclusion among students of all identities and backgrounds.

SPECIFICALLY, WE PROMOTE:

- Language that demonstrates respect for all identities and backgrounds
- Respect for individuals' gender identity and preferred pronouns
- Awareness of, and eagerness to learn about, different backgrounds and identities
- An emphasis on attentive listening, empathy, and kindness

LIKEWISE, THE ACADEMIC CENTER VIEWS CERTAIN BEHAVIORS AND TYPES OF LANGUAGE AS DETRIMENTAL TO AN INCLUSIVE COMMUNITY AND RECOGNIZES THAT THEY HAVE NO PLACE IN THIS OFFICE:

- Biases, language, and actions that promote discrimination towards protected classes, intentional and unintentional
- Jokes that "punch down": based on ridicule of disadvantaged and/or underrepresented groups
- Any racial, sexual, ethnic, etc. slurs/insults
- Discriminatory or offensive language and ideas in written form, including writing for classes that is workshopped here
- Assumptions based on stereotypes about identity

WE ASK THAT ALL STUDENTS WHO USE THIS SPACE, INCLUDING TUTORS AND VISITORS, ACTIVELY WORK TO PROMOTE A SAFE, INCLUSIVE, AND WELCOMING ENVIRONMENT.

Tutors will call out instances of discriminatory language and behavior, whether it occurs within the context of a tutoring session or in other conversations; and if the severity warrants, the person may be asked to leave and/or a report may be made through the appropriate channels.