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*This is an administrative document written to help faculty navigate various sections of the misconduct policy. This document itself is not policy. It is the Office of Equity and Inclusion's attempt to give guidance and support. This document has also been vetted by outside council.

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In response to a growing understanding that the utterance, saying, speaking, or use of racial epithets in the classroom creates an environment harmful to student learning and development, the Drake University Faculty Senate passed resolution number 21-01 on September 16, 2020. This resolution reiterates policies within the faculty misconduct handbook that could apply to a situation where use of certain marginalizing language could create a hostile environment.

This resolution does not preemptively prohibit any language. Rather, it clarifies that in

Likewise,

Statement. Typically, such language carries the implicit threat of violence or harm, whatever the intentions of its users might be.

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