

## **MMAE Statement on Diversity, Equity, and Inclusion**

The MMAE faculty condemn all forms of racism—structural, institutional, and individual—in the United States and across the world, and are committed to promoting inclusion and representation on campus. We are committed to welcoming students, faculty, and staff, whomever they may be, whatever their identity is, to come and live, study and work together in our community. Our department Diversity and Inclusion Committee consisting of student and faculty representatives is committed to hearing from students, faculty, and staff to better understand their concerns and to implement ideas for needed change across the university.

The MMAE faculty are responsible for helping create a safe learning environment on our campus. We also have a mandatory reporting responsibility for sex discrimination incidents. It is our goal that you feel able to share information related to your life experiences in classroom discussions, in your written work, and in one-on-one meetings. We will seek to keep information you share private to the greatest extent possible in compliance with the law.

### **I. Classroom Expectations Regarding Diversity, Equity, and Inclusion**

We expect everyone in our community to treat one another with respect and dignity regardless of gender, race, background, country of origin, religious affiliation, immigration status, orientation, or any other such descriptor. Everyone will treat each other with empathy and civility both in person and online. We will not tolerate bullying, shaming, or demeaning persons for any reason including their ideas, decisions, background, or characteristics. All incidents not covered by Title IX (see next section) will be reported to the Dean of Students.

### **II. Illinois Tech's Sexual Harassment and Discrimination Information**

Illinois Tech prohibits all sexual harassment, sexual misconduct, and gender discrimination by any member of our community. This includes harassment among students, staff, or faculty. Sexual harassment of a student by a faculty member or sexual harassment of an employee by a supervisor is particularly serious. Such conduct may easily create an intimidating, hostile, or offensive environment.

Illinois Tech encourages anyone experiencing sexual harassment or sexual misconduct to speak with the Office of Title IX Compliance for information on support options and the resolution process.

You can report sexual harassment electronically at [iit.edu/incidentreport](https://iit.edu/incidentreport), which may be completed anonymously. You may additionally report by contacting the Title IX Coordinator, Virginia Foster at [foster@iit.edu](mailto:foster@iit.edu) or the Deputy Title IX Coordinator at [eespeland@iit.edu](mailto:eespeland@iit.edu).

For confidential support, you may reach Illinois Tech's Confidential Advisor at (773) 907-1062. You can also contact a licensed practitioner in Illinois Tech's Student Health and Wellness Center at [student.health@iit.edu](mailto:student.health@iit.edu) or (312) 567-7550.

For a comprehensive list of resources regarding counseling services, medical assistance, legal assistance, and visa and immigration services, you can visit the Office of Title IX Compliance website at <https://www.iit.edu/title-ix/resources>.

### **III. Americans With Disabilities Act**

Reasonable accommodations will be made for students with documented disabilities. In order to receive accommodations, students must obtain a letter of accommodation from the Center for Disability Resources. The Center for Disability Resources (CDR) is located in Life Sciences, Room 218, telephone (312) 567-5744 or [disabilities@iit.edu](mailto:disabilities@iit.edu).