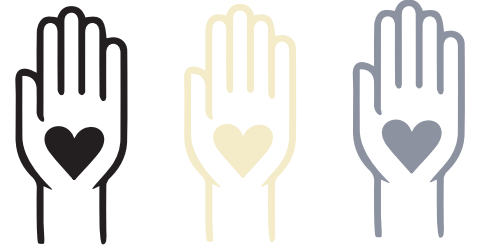


Chapman Student Affairs Core Principles

The following core principles provide the foundation for the policies, practices, and daily work of the Student Affairs staff at Chapman University.

- Our educational and support programs are driven by **Chapman's academic mission** and students' learning and growth.

- **Diversity and inclusion** in the learning environment are vital to the fulfillment of Chapman's mission: an inclusive learning environment facilitates complex, critical, and creative thinking, and differences in identities, values, beliefs, and perspectives are fundamental to a comprehensive education.



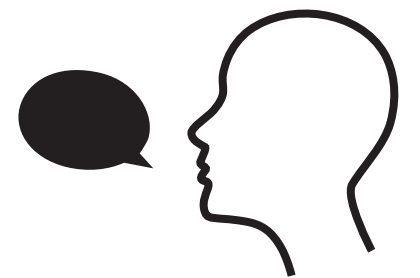
- When we have a **deeper understanding of our own identity** and empathy for the identities of others, we create a stronger and more inclusive community.



- People of **all identities have biases and prejudices**; however, the uneven power dynamics in our society often exacerbate the negative effects of these biases and prejudices for people from historically-oppressed identities, while mitigating them for other identities.

• **Free expression** is an essential asset to students' education; therefore, unless comments threaten specific harm, target an individual in a harassing manner, or create disruption by depriving others of their rights, students are **free to express their perspectives**—even deeply offensive ones—without fear of disciplinary action from the university. We encourage students upset by others' comments to focus their energies on responding to what is said, not on trying to prevent others from saying it.

- Students are **encouraged to challenge broad or unfounded statements**; similarly, they are encouraged to neither accept nor dismiss others' viewpoints at face value, rather consider them carefully by applying critical thought.



- Just because **offensive expression** may not be subject to university discipline does not mean all offensive expression is equal; disparaging someone's idea is not the same as disparaging someone's identity. While this distinction informs our preparation, response, and support efforts, it cannot be a factor in determining what is or what is not a policy violation.



- When responding to conflict in our community, we are committed to **servicing the learning and growth needs** of all students involved, whether these conflicts involve potential Student Conduct Code Violations, allegation of sexual misconduct, bias-related incidents, or everyday interpersonal disputes; however, students' needs will be different depending on their roles in that conflict.

- We expect students will take risks and make mistakes; an important part of the learning process is to reflect on our choices, **understand the impact on others**, accept the appropriate consequences, and then commit to becoming better students and people.

- Conversations regarding identity can be difficult to navigate, but **thoughtful engagement** in these conversations can yield great educational and personal rewards.



CHAPMAN
UNIVERSITY

From the Office of the Dean of Students
and Vice President of Student Affairs

WE ARE CHAPMAN

When we have a deeper understanding of our own identity, and empathy for the identities of others, we create a stronger and more inclusive community.

IDENTITY

EMPATHY

COMMUNITY

The Student Affairs Staff commits to offering programs and resources that provide students with the following:

AWARENESS of the different identities that comprise the Chapman community

AFFIRMATION of these identities, especially those that are underrepresented

SUPPORT for students from underrepresented identities

Opportunities to reflect and engage with others in meaningful **DIALOGUE**

We expect Chapman students to commit to the following:

- Reflect on your own identity, experiences, and perspectives
- Advocate for issues about which you are passionate
- Listen to understand others' perspectives and recognize that listening does not constitute agreement
- Engage in informed, thoughtful, and respectful dialogue

The Chapman Experience is rewarding but challenging, and requires hard work and commitment from all members of our community.



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