## *Diversity Statement*

It is our intent that students from all diverse backgrounds and perspectives be well-served by this course, that students’ learning needs be addressed both in and out of class, and that the diversity that the students bring to this class be viewed as a resource, strength and benefit. It is our intent to present materials and activities that are respectful of diversity: gender identity, sexuality, disability, age, socioeconomic status, ethnicity, race, nationality, religion, and culture.

## *Accessibility*

Columbia is committed to providing equal access to qualified students with documented disabilities. A student’s disability status and reasonable accommodations are individually determined based upon disability documentation and related information gathered through the intake process. For more information regarding this service, please visit the University's Health Services website: <https://health.columbia.edu/services/ods/support>.

## 

## *School Policies and Expectations:*

## Accessibility Statement – I want you to succeed in this course. Contact disability@columbia.edu<mailto:disability@columbia.edu> for learning accommodations.

## *Names/Pronouns*

## You deserve to be addressed in a manner that reflects your identity. You are welcome to tell me your pronoun(s)and/or name (if different from University records) at any time, either in person or via email.

## *Discrimination*

## We embrace the diversity of gender, gender identity & expression, sex, sexual orientation, race, ethnicity, national origin, age, religion, disability status, family status, socioeconomic background, and other visible and non-visible identities. Columbia University does not tolerate unlawful discrimination, discriminatory harassment, sexual assault, domestic violence, dating violence, stalking, or sexual exploitation and all such conduct is forbidden by Columbia University Policy.

## *Duty to Report*

## You deserve a University community free from discrimination, harassment, and gender-based misconduct including sexual harassment, sexual assault, domestic and dating violence, stalking, and sexual exploitation. It is therefore University policy to require Columbia faculty and staff to report to EOAA any instance or allegation of prohibited conduct involving any undergraduate or any graduate student that is disclosed to, observed by, or otherwise known to that employee. This requirement to report is in place to help ensure that students are provided appropriate resources and to allow the University to mitigate harm to our community.

## *Confidential Resources*

## There are confidential resources on campus who do not have a Duty to Report, including:

## \* Sexual Violence Response & Rape Crisis/Anti-Violence Support Center (SVR)

## \* Ombuds Office

## \* Medical Services

## \* University Counseling and Psychological Services

## \* University Pastoral Counseling

## \* Columbia Office of Disability Services

## University employees working in a confidential capacity will not report information shared with them.

## *Inclusion*

## In the M.S. in Sustainability Management program, faculty and staff are committed to the creation and maintenance of “inclusive learning” spaces – classrooms and other places of learning where you will be treated with respect and dignity, and where all individuals are provided equitable opportunity to participate, contribute, and succeed.

## All students are welcome regardless of race/ethnicity, gender identities, gender expressions, sexual orientation, socio-economic status, age, disabilities, religion, regional background, Veteran status, citizenship status, nationality and other diverse identities that we each bring to class.