



STUDENT CODE OF CONDUCT

Addressing Bias at Tulane University

YOU'VE GOTTEN A LETTER

Tulane University is committed to hearing about any bias incidents within our community and thoroughly investigating each report. Addressing bias incidents involves collaboration among a variety of departments and offices. To make it easier for our community to know where and how to report such incidents, the University has developed resources outlining our response to incidents of bias—such as discrimination based on race, color, sex, religion, national origin, age, disability, genetic information, sexual orientation, gender identity, gender expression, pregnancy, marital status, military status, veteran status, or any other classification protected by applicable law.

Tulane University works to ensure each member of our campus community is both informed and supported throughout the bias incident reporting and investigation process. Please refer to the link below that aligns with the appropriate classification or status to learn more about the process and experience for both complainants and respondents.

<https://hr.tulane.edu/protected-characteristics-and-examples-prohibited-conduct>

The following page addresses Tulane University's definition of protected characteristics and

Discrimination & Harassment

Tulane University is committed to fostering a learning and working environment where all members of our community feel respected, included, and safe. As part of this commitment, discriminatory conduct or harassment based on race, ethnicity, religion, gender, sexual orientation, disability, or any other protected characteristic as defined by Tulane policies and applicable laws is strictly prohibited.

Such behavior includes, but is not limited to:

Verbal, physical, or online actions that create a hostile environment, interfere with an individual's access to University programs or activities, or otherwise violate University standards of conduct.

Inappropriate, offensive, or degrading conduct that, while not rising to the level of a hostile environment, is demeaning, exclusionary, or inconsistent with the University's commitment to our core values of welcoming community and respect.

Tulane recognizes that some behavior may be inappropriate or inconsistent with our values even if it does not meet the legal threshold for discrimination or harassment under federal or state law. Such conduct may still be subject to intervention or disciplinary action if it compromises the educational environment or the well-being of the Tulane community.

Tulane affirms that harassment or discrimination related to any protected identity—including but not limited to race, ethnicity, disability, sex, sexual orientation, gender identity, and national origin—is equally prohibited. The University is committed to addressing such behavior through appropriate processes and interventions.

One-time incidents that do not rise to the level of a hostile environment may still be addressed through non-punitive educational or restorative measures. These may include facilitated dialogue, mediation, restorative practices processes, educational workshops, or reflective assignments designed to increase awareness and prevent future harm. The University will determine the appropriate response based on the nature, context, and impact of the behavior.

All allegations of discrimination or harassment will be handled in accordance with Tulane's Equal Opportunity, Anti-Discrimination, and Harassment Policy and other applicable University policies and procedures. Students found responsible for misconduct may be subject to disciplinary action under the Code of Student Conduct or other University regulations.

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organization, or for wearing religious attire (e.g., a kippah) or displaying a Jewish religious symbol (e.g., a Star of David); defacing the property of a Jewish employee or student with hateful symbols, such as a swastika; using force or intimidation to obstruct the movement of an individual because they are Jewish, perceived to be Jewish, or supportive of Jewish institutions or organizations; and denying a student an expected benefit due to their perceived Jewish identity, association with a Jewish organization, or their support for Israel or Zionism. Good-faith, informed criticism of Israel's policies or actions is not, in itself, antisemitic. Such criticism is a legitimate part of political discourse, provided it does not invoke antisemitic tropes, apply double standards, or deny Israel's right to exist. However, holding any or all Jewish people collectively responsible for Israel's actions or treating any Jewish person as an extension or representative of Israel is a false assumption and may be considered antisemitic.

Islamophobic conduct is also specifically prohibited. This could include repeatedly referring to a Muslim individual, or someone perceived to be Muslim, as a "terrorist"; excluding an individual from Tulane-sponsored programs or activities because they are perceived to be Muslim (e.g., a person wearing a hijab, a Sikh person wearing a turban), from a Muslim-majority country, or associated with a Muslim organization, or for wearing religious attire (e.g., a hijab) or displaying a religious symbol (e.g., the Crescent and Star); removing a student from a Tulane program or activity based on the perception that they are Muslim or affiliated with a Muslim organization; denying a student an expected benefit due to their perceived Muslim identity, association with a Muslim organization, or their support for a Muslim-majority country (e.g., Palestine); and physically threatening an individual for wearing a religious symbol associated with Islam or a national symbol such as a keffiyeh. Legitimate, evidence-based criticism of Muslim majority states and the actions of their government or assigned actors is not immediately or inherently Islamophobic. However, holding any or all Muslim people collectively responsible for the actions of these states or treating any Muslim person as an extension or representative of these states is a false assumption and is considered Islamophobic.

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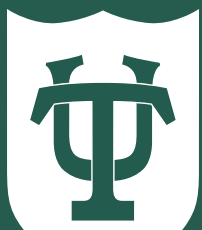
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