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Barnard College Expectations for Community Conduct

Barnard College aims to provide the highest-quality liberal arts education to promising and high-achieving young women, offering the unparalleled advantages of an outstanding residential college in partnership with a major research university. With a dedicated faculty of scholars distinguished in their respective fields, Barnard is a community of best-in-class teachers and students who together take part in intellectual risk-taking and discovery. The College seeks to recruit and support students, faculty, and staff from diverse backgrounds with different points of view. We strive to create a community where everyone feels like they belong and where we allow our differences to deepen our understanding of the world.

The privilege of being part of this robust living and learning community is accompanied by the responsibility of caring for each other and conducting ourselves in a way that fosters open exchange and dialogue. This responsibility includes following College policies and rules and federal, state, and local law. Faculty and staff are expected to help students understand community expectations and to support them in successfully embracing those expectations.

Many in the Barnard community have requested examples and explanations of community expectations flowing from the College's policies and rules. We lay out some examples below, which we hope will provide additional clarity and confirmation of the College's core values of inclusion and continuous learning. These examples and explanations are not exhaustive, but we hope that they are helpful as we live, work, and learn together. If you desire further clarification about any policies or rules, please email policies@barnard.edu (<mailto:policies@barnard.edu>). The examples set forth here may evolve over time to provide further clarity to our community.

[Learn More about Community Expectations](#)

Relevant Policies and Rules

All College policies and rules may be found [on our website \(https://barnard.edu/college-policies-procedures\)](https://barnard.edu/college-policies-procedures). On this page, we highlight and elucidate the following policies:

- [Policy Against Discrimination and Harassment \(https://barnard.edu/cares/nondiscrimination-and-title-ix/inform/policy-against-discrimination-and-harassment\)](https://barnard.edu/cares/nondiscrimination-and-title-ix/inform/policy-against-discrimination-and-harassment)
- [Policy for Safe Campus Demonstrations \(https://barnard.edu/college-policies-procedures/safe-campus-demonstrations\)](https://barnard.edu/college-policies-procedures/safe-campus-demonstrations)
- [Hazing Policy \(https://portal.barnard.edu/sites/default/files/2021-06/Hazing%20Policy.pdf\)](https://portal.barnard.edu/sites/default/files/2021-06/Hazing%20Policy.pdf)
- [Residence Hall Handbook \(https://barnard.edu/reslife/handbook\)](https://barnard.edu/reslife/handbook)
- [Student Code of Conduct \(https://barnard.edu/student-code-conduct\)](https://barnard.edu/student-code-conduct)
- [Posting Policy \(https://docs.google.com/document/d/1x8NjuwpzNUGdZzb5SaOmn2s7QAEFfDNt0N12HRPllnk/edit\)](https://docs.google.com/document/d/1x8NjuwpzNUGdZzb5SaOmn2s7QAEFfDNt0N12HRPllnk/edit)
- [Campus Events and Approval Policy \(https://docs.google.com/document/d/1rnbG361DGh9cxqUbB7vEpMqWFKsiUqPFg01q0rZ6MTE/edit\)](https://docs.google.com/document/d/1rnbG361DGh9cxqUbB7vEpMqWFKsiUqPFg01q0rZ6MTE/edit)
- [Rules for the Maintenance of Public Order \(https://barnard.edu/sites/default/files/inline-files/Rules%20for%20the%20Maintenance%20of%20Public%20Order.pdf\)](https://barnard.edu/sites/default/files/inline-files/Rules%20for%20the%20Maintenance%20of%20Public%20Order.pdf)

Community Expectations

1. We are a place for all, and we reject hate, discrimination, harassment, and retaliation.

Barnard College is committed to providing an environment free from discrimination, harassment, and retaliation for all members of our community. Our [Policy Against Discrimination and Harassment \(https://barnard.edu/cares/nondiscrimination-and-title-ix/inform/policy-against-discrimination-and-harassment\)](https://barnard.edu/cares/nondiscrimination-and-title-ix/inform/policy-against-discrimination-and-harassment) reinforces protections found in our mission statement and in federal, state, and local law, including, for example, Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, the Age Discrimination Act of 1975, and Title IX of the Education Amendments of 1972.

Title VI of the Civil Rights Act of 1964 prohibits discrimination and harassment based on race, color, and national origin. Harassment is defined as unwelcome verbal or physical conduct based on actual or perceived race, color, or national origin that is hostile or offensive from the viewpoint of a reasonable person under all the relevant circumstances and is so severe or pervasive that it limits or denies an individual's academic opportunities or participation in any academic program, activity, or benefit.

Impermissible activity on the basis of national origin is defined to include discrimination and harassment based on actual or perceived shared ancestry or ethnic characteristics as well as discrimination and harassment based on citizenship or residency in a country with a dominant religion or distinct religious identity and their association with this national origin or ancestry. For example, students of African, Arab, Hindu, Israeli, Jewish, Latine, Muslim, Palestinian, Sikh, or South Asian descent, or any other faith or ancestry, are protected under Title VI. Discrimination or harassment based on outward displays of national origin identity, such as natural hair or religious or ethnic attire or jewelry is prohibited. Discrimination or harassment using code words for national origin identity is also prohibited. Substituting the word "Zionist" for "Jewish" or "Israeli," for example, may constitute prohibited discrimination or harassment against those of Jewish or Israeli origin.

More broadly, the College rejects racism, colorism, antisemitism, Islamophobia, xenophobia, sexism, homophobia, transphobia, ableism, discrimination or harassment based on caste, and all other forms of bigotry based on protected identities and characteristics, including religion, gender identity, and family status.

Some examples of actions that affirm this community expectation include:

- Welcoming community members from different backgrounds and with different identities.
- Working collaboratively with classmates and colleagues from different backgrounds and with different identities.
- Avoiding stereotypes or judgments based on protected identities and characteristics.
- Following Barnard student organization guidelines that prohibit recognized groups from excluding members on the basis of identity, political beliefs, or majors of study.

Some examples of actions that violate this community expectation include:

- Refusing to work or interact with a community member because of their religious attire or perceived religious affiliation, their name, the languages they speak, their accent, their country of origin or citizenship, or their association with an identity-related student club.
- Ostracizing someone, including denying them membership in a student organization, refusing to let them participate in events, or not permitting them to enter certain areas of campus because of their religious attire or perceived religious affiliation, their name, the languages they speak, their accent, their country of origin or citizenship, or their association with an identity-related student club.
- Using or disseminating stereotypes or derogatory tropes about protected groups orally or in writing, including through signs, banners, residence hall door stickers or whiteboards, and online communications, including personal social media accounts.
- Calls for genocide of an entire people or other protected group.
- Accusing students of supporting genocide solely on the basis that the students are Jewish or are perceived to be Jewish.
- Calling someone a "terrorist" simply because they are demonstrating in support of the Palestinian people.
- Forcibly removing another individual's religious or ethnic jewelry or clothing or removing or interfering with items that are part of an approved religious accommodation.
- Minimizing or denying the Holocaust or invoking Holocaust imagery or symbols to harass or discriminate.

The above examples of actions violating Barnard's community expectations are also illustrative of actions that violate our policies prohibiting discrimination. It is important to note that this community expectation is not violated if a community member merely expresses views regarding a particular country's policies or practices. If such views are accompanied by discriminatory comments or stereotypes, however, then such expression would violate the Policy Against Discrimination and Harassment. For example, as the U.S. Department of Education's Office for Civil Rights (OCR) has explained, "If a professor teaching a class on international politics references or criticizes the government of Israel's treatment of non-Jewish people, the nation of Saudi Arabia's response to religious extremism, or the government of India's promotion of Hinduism, so long as such comments do not target or stereotype Israeli, Jewish, Saudi, Arab, or Indian students based on race, color, or national origin, that would not likely implicate Title VI." Likewise, the OCR states that "political protest on its own does not typically implicate Title VI," but signs at protests that target groups of students using ethnic stereotypes may be considered discrimination or harassment.

2. We will express differing views while respecting the belonging of all.

3. We embrace productive, healthy conflict and do not subject any member of our community to violence, hazing, or intimidation.

4. We are committed to ensuring the security of community members and complying with the requests of our Community Accountability, Response, and Emergency Services (CARES) team.

5. Classrooms and laboratories are a place of learning and exploration.

6. Residence halls are a home and place of respite for those who live on campus.

7. We respect College property as our own.

8. To encourage the widest diversity of views and to promote a sense of belonging for every member of our community, the College takes collective positions on only those issues that directly affect our academic mission.



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[Website Accessibility \(https://barnard.edu/website-accessibility-statement\)](https://barnard.edu/website-accessibility-statement)

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