Mission and Diversity Statement

Department of Residence Mission

The Department of Residence contributes to the success of students and the university by creating dynamic communities and providing exceptional hospitality.

Department of Residence Statement on Diversity

The University of Northern Iowa Department of Residence is committed to the diversity within our resident communities and work environments. This commitment is demonstrated by respect for individuals regardless of their ability, gender, religion, race, creed, ethnicity, age, sexual orientation, national origin, color or veteran status.
Acts of intolerance are unacceptable, for they threaten each of us and the communities we share. Such incidents are detrimental to the campus environment and are inconsistent with the missions of the Division of Student Affairs and the Department of Residence.

Students and staff are encouraged to develop positive relationships and to learn about, appreciate, and value human and cultural diversity. Each member of the Department of Residence and resident communities has a responsibility, beyond mere tolerance, to respect each other.

UNI actively seeks to enhance diversity and is an Equal Opportunity/Affirmative Action employer. The University encourages applications from persons of color, women, individuals living with disabilities, and protected veterans. All qualified applicants will receive consideration for employment without regard to age, color, creed, disability, gender identity, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other basis protected by federal and/or state law.

- 2016 Residence Program Review

Reporting Bias Related Behavior

Bias related behavior includes any verbal, nonverbal or written behavior toward an individual or group based upon actual or perceived identity characteristics including, but not limited to:

- race, ethnicity, national origin, international status
- sex, sexual orientation, gender, gender identity, gender expression
- religion, faith, spirituality
- age, socio economic status
- cognitive, physical or developmental ability
- military or veteran status

Bias Related Behavior can be intentional or unintentional, and may or may not require legal action. When considering whether an incident constitutes bias related behavior, both the intention of the person or group engaging in the behavior as well as the extent of the impact on the individual and/or community is taken into account.

There are three ways you can report a bias related incident that you have witnessed or experienced:

- Online: https://www.uni.edu/brt/reporting-incident
- E-mail: deanofstudents@uni.edu

- In Person:
    - Office of Vice President for Student Affairs, 118 Gilchrist Hall, 319-273-2332
    - Dean of Students Office, 118 Gilchrist Hall, 319-273-2332
    - Public Safety Office, 30 Gilchrist Hall, 319-273-2712 or
    - Office of Compliance and Equity Management, 117 Gilchrist Hall, 319-273-2846

Campus Resources

Black Student Union	Compliance and Equity Management	Diversity Matters
Center for Multicultural Education	Dean of Students	Hispanic Latino Student U
UNI Proud	LGBT* Center	Bias Response Team

RA Application

Source URL: https://dor.uni.edu/admin/building-community-inclusive-excellence